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STATE AND FEDERAL GOVERNMENT OFFICIALSInside Back Cover

TOWN INFORMATIONBack Cover

DEDICATION

Leon A. "Woody" Woodcock Jr.

Sterling - Leon "Woody" A. Woodcock Jr., 96, died peacefully on Saturday, November 30, 2019. He was born in Sterling, a son of Leon A. and Luella (Arnold) Woodcock and was a life-long Sterling resident. In fact, he lived his entire life on Main Street Sterling.



Woody graduated from Leominster High School and proudly served in the United States Army during [World War II](#). He was the 3rd generation of 5 generations of Woodcock family barbers, serving the public from their store front shop on Main Street in Sterling since 1912. He was the quintessential small town barber whose shop was the place to meet to share a cup of coffee, tell a story or get the proverbial shave and a haircut. Many was the time that Woody's customers

returned, after years away from home, so that their own children could meet Woody and get a haircut "Just like Dad used to get when he was your age."

He was a member of the First Church and the American Legion Post 189. He always had a quick sense of humor and a kind word. There are a great many in Sterling who will forever remember Woody and he will be dearly missed.

IN MEMORIAM

1/17/2019 **Mary Margaret (Montagna) Wagner**, 61. Worked for 35 years as the Office Manager at her family business, Lee Plastics, Inc. in Sterling, MA

1/31/2019 **Gertrude P. (Vaillancourt) Thomas**, 95. A member of St. Richard of Chichester Church, Gertrude was involved in the Woman's Guild, choir, and Project Linus, providing comfort through her knitting to newborns and prayer shawls for hospice patients.

2/16/2016 **Robert Smiley**, 85. Born and raised in Sterling, Bob graduated from South High School in 1951, earned Bachelor and Masters Degrees in Agriculture from the University of Massachusetts at Amherst, and served his country as a Lieutenant in the

United States Air Force. He worked at his family's apple orchard, Sterling Orchards, and for over thirty years worked as the 4-H Agent for the Worcester County Extension Services. Bob was a member of the First Church in Sterling and served as a deacon. He also served as a member of the Sterling Finance Committee.

3/20/2019 **Maureen P. (McGuire) Shaughnessy**, 74. Maureen worked for many years teaching special education in the Wachusett School District

10/3/2019 **Roland J. Marcotte**, 88. Roland served his country in the United States Army during the Korean War. He was stationed in Germany where he received the Army of Occupation Medal. He worked for over forty years for the State of Massachusetts Department of Public Works.

4/28/2019 **Patricia Ann (Goguen) (Pat) Wyman**, 86. After raising her family, she earned a Bachelor of Science in Elementary Education and Master of Science in Counseling and Psychology as well as a Certificate of Advanced Graduate Studies (CAGS). Pat was a teacher to students of all ages including elementary students in Sterling. An animal lover, she rescued many animals in need over the course of her life.

6/27/2019 **James John Dubovick**, 77. Jim (JD) was Owner and President of Colonial Wire & Cable in Sterling for over 30 years and was well known and respected in the wire and cable industry.

7/18/2019 **Charles M. Foster**, 85. An Eagle Scout, Charlie joined the Sterling Fire Department in 1957 serving as the Department's mechanic. He worked his way up the ranks from Firefighter, retiring in 1993 as Assistant Chief. He was instrumental in upgrading the apparatus and purchasing one of the first custom-built Mack engines in the area. Charlie was a founding member and past President of the Sterling Firefighter's Ambulance Service (now Sterling EMS). He and the other Firefighters at the time were among the first 1,000 in the United States to gain National Registry of Emergency Medical Technicians licenses.

7/10/2019 **David Chandler**, 71. David was a lifelong resident of Sterling taking over the family farm, Meadowbrook Orchards, in 1970 as the fourth generation of the family to run and operate the establishment. He was a Trustee of the University of Massachusetts Cold Spring Orchard Research and Education Center, a member of the Massachusetts Farm Bureau, and a past member of the Sterling Planning Board.

7/26/2019 **Norman Plourde**, 84. Norm was a longtime member of the Wachusett Regional School Committee, twice serving as Chairman. He served his country in the United State Coast Guard and served 21 years in the United States Army Reserve.

8/18/2019 **Yvonne Swisher**, 62. Yvonne was an active member of St. Richard of Chichester Church, and a beloved worker in the cafeteria at the Houghton School in Sterling.

8/19/2019 **Dr. James Harper III**, 71. Dr. Harper served as a Captain in the United States Army. A Veterinarian, his commitment and caring for others, both human and non-human extended to emergency medicine. He was instrumental in bringing ALS services to Central Massachusetts Volunteer Fire and Ambulance Departments, and served the community as a member of the Sterling Fire & EMS for 28 years. On September 11, 2001 he joined the initial response to the attacks in NYC, where he remained at Ground Zero, caring for both human and canine first responders

9/26/2019 **Denise A. (Drechsel) Hewson**, 72. Dee was a member of the Sterling Fair Committee for over 20 years. Her career in the software programming industry spanned more than thirty years, and as a member of the Sterling Senior Center she and her friends were aptly dubbed the "Ladies of Technology."

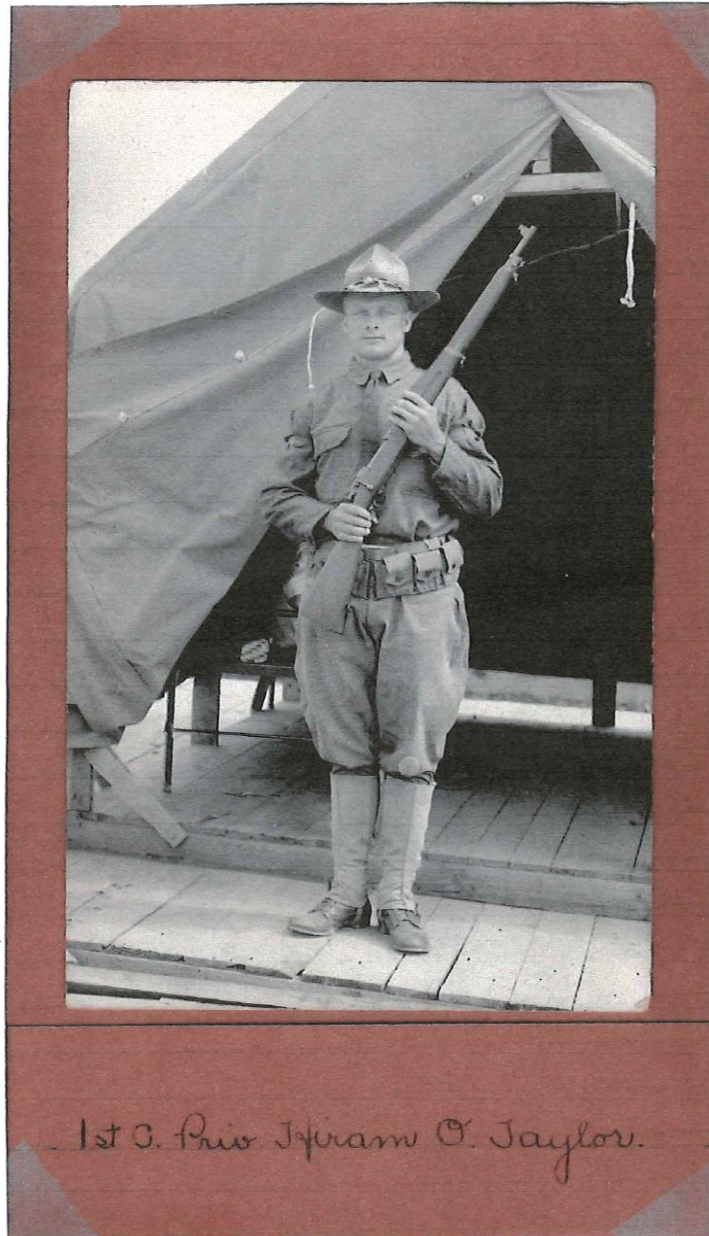
10/11/2019 **Marion (Rugg) Tuttle**, 94. Born in Sterling, Marion worked as a librarian at the Conant Public Library, and then at the Houghton School for many years. She served as Deacon Emeritus of the First Church in Sterling, was a member of the Sterling Housing Authority, the Hiram O. Taylor American Legion Post 189 Women's Auxiliary, and a former Girl Scout Leader

11/18/2019 **Pamela "Pam" (Wayman) Pingeton**, 53. Pam was an active member of St Richards as both a CCD teacher and Eucharistic Minister. She also taught third grade in Sterling.

11/25/2019 **Robert A. Bloom**, 72. Bob served during the Vietnam War as a member of the Air Force Military Police. A graduate of Quinsigamond Community College and Fitchburg State College, he later earned Masters Degrees in both Education and Computer Science from Lowell State College. He was an industrial arts teacher at Tahanto Regional High School for several years before becoming a software engineer. A resident of Sterling for 42 years, Bob was a member of the Sterling Democratic Committee, Sterling Cable Committee and Sterling Building Committee for the Senior Center. He was also a 32nd Degree Mason.

Special Commemoration

2019 marked the 100th Anniversary of Sterling's Hiram O. Taylor American Legion Post 189. The American Legion was chartered by Congress in 1919 as a patriotic veteran's organization. The post has had several locations in Town over the last century, including the Sterling Inn during WWII, and in 1961 the Town deeded the post the historic red brick schoolhouse where members have gathered for more than 60 years.



1st Class Private Hiram O. Taylor
Private Taylor was killed in France on 9/13/1918 at the age of 26.
He is buried In Oak Hill Cemetery in Sterling

Service Men

Aroian, Leavon H.
 Benedict, Herbert W.
 Brown, Edward H.
 Buck, Raymond T.
 Burpee, Glenn H.
 Chandler, Charles E.
 Clemence, Raymond
 Conti, Alphonso
 Crane, Ralph
 Davis, Linfield B.
 Estabrook, Harlan F.
 Egan, Joseph
 Finigan, James
 Flanagan, Thomas F., Jr.
 Flanagan, James W.
 Francis, Louis C.
 Furlong, James
 Furlough, George
 Grinasken, Aleck
 Griffin, Ralph H.
 Griffin, John
 Groves, Davton W.
 Haire, William
 Hazzard, Philip C.
 Henry, Thomas R.
 Hill, Carl F.
 Kendall, Raymond H.
 Lovell, Bertram F.
 Mahony, Ralph
 Mann, Roy S.
 Maynard, Kenyon C.
 McNamara, Dr. William F.
 Miller, Louis A.
 Mitchell, J. Perry, Jr.
 Mitchell, Willie R., Jr.

Millett, Harold A.
 Muster, Edward T.
 Morton, William F.
 Newton, Earle C.
 Nelson, Leo B.
 Nelson, T. V.
 O'Toole, Maurice
 Parker, Harold T.
 Pucetti, Romnoldo
 Rena, Michael
 Robinson, Kenneth
 Rugg, Luther
 Sassiville, Alfred D.
 Sawyer, William F.
 Seaman, John T.
 Seaman, Alexander J.
 Stevens, Ralph
 Stevenson, Eugene
 Stuart, Amos
 Thompson, George R.
 Walton, Elmer H.
 Walton, Samuel T.
 Warner, Clifford
 Waters, Sherman H.
 Webster, J. Arthur
 Wheaton, Seaman D.
 White, George A.
 Wiles, George A.
 Wiles, Raymond F.
 Wiles, Harold A.
 Wilder, F. Earle
 Wilder, Elroy F.
 Wilder, Lionel T.
 Woodcock, Almond T.

Huntley S. Turner, Printer
 Ayer, Mass.

First Annual Concert and Ball

Given by

Hiram O. Taylor Post

No. 189



December the Nineteenth

Nineteen nineteen

Town Hall

Sterling, Massachusetts

Members of the Hiram O. Taylor Post No. 189 in December of 1919

First Annual Celebrate Sterling!

Saturday, June 1, 2019, dawned sunny and warm, perfect conditions for the First Annual Celebrate Sterling. The event was sponsored by the Economic Development Committee, Town of Sterling, and was made possible through generous donations from Halstead-Flanagan Insurance Agencies, Traina & Traina Insurance Agency, Clinton Savings Bank, The Botanist, Solar & Kilcoyne, P.C., and Wachusett R/C Flyers.

The goal of Celebrate Sterling was to bring together town residents, local businesses, farmers, organizations, and visitors to showcase all the great things Sterling has to offer. Live music throughout the day put everyone in a festive mood. Games, face painting, and a story blanket kept kids busy. Information tables gave businesses and organizations an opportunity to distribute their promotional material and talk to visitors. A craft fair at Memorial Park showcased over a dozen artisans and crafters. Food supplied and served by the Sterling Fair Committee, demonstrations of emergency vehicles by police and fire departments, a Boy Scout car wash, and an open market along Main Street all added to the festivities. Our local remote control flying club conducted demonstrations at their field behind the police station, Sterling Lancaster Community Television was on hand with their brand new production van and gave kids an opportunity to do "live" interviews, and an art show was on view at First Church in Sterling.

The event also recognized and celebrated a number of recent projects and initiatives that are part of our town revitalization, including the webcam, new town logo (below), formation of the Sterling Business Association, and the launch of the town planning process and the Master Plan Committee. There's a lot to celebrate in Sterling.



ELECTED OFFICIALS – TOWN OF STERLING

TERM EXPIRES

BOARD OF ASSESSORS (3 year term)

Robert F. Cutler.....	2020
Donlin K. Murray.....	2021
Richard A. Sheppard	2022

BOARD OF HEALTH (3 year term)

Donna M. Clark	2020
Gary C. Menin	2021
Allen Hoffman.....	2022

BOARD OF SELECTMEN (3 year term)

John F. Kilcoyne	2020
Maureen Cranson	2021
Arden Sonnenberg.....	2022

CONSTABLES (3 year term)

James E. Hartnett	2020
Nicholas J. Finizio.....	2022

DEPARTMENT OF PUBLIC WORKS BOARD (3 year term)

Lawrence R. Favreau.....	2020
Gregg W. Aubin.....	2021
Deane S. Day.....	2022

LIBRARY TRUSTEES (3 year term)

Marion Mahar.....	2020
Karen LeClerc	2020
Michael Glavin	2021
Matthew Scannell.....	2021
Albert J. Carlin.....	2022
Sara Petullo.....	2022

MODERATOR (3 year term)

Mrithyunjaya K. Annapragada (Amrith Kumar)	2021
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PLANNING BOARD (5 year term)

Russell R. Philpot	2020
David J. Shapiro	2021
John J. Santoro	2022
Craig Miller.....	2023
Patricia Page	2024

STERLING HOUSING AUTHORITY (5 year term)

Karen LeClerc	2020
Brian J. Pierce	2021
Robert Kneeland.....	2023
Weymouth Whitney (State Appointee, 3 yr. term)	2021

STERLING MUNICIPAL LIGHT BOARD (3 year term)

Brian Pierce	2020
Eric Darlington	2021
Joseph Curtin	2022

WACHUSETT REGIONAL SCHOOL COMMITTEE (3 year term)

Stephen Godbout	2020
Melissa Ayala	2020
Sarah J. LaMountain	2021
Linda Helen Woodland	2022

APPOINTED OFFICIALS – TOWN OF STERLING

TERM EXPIRES

A.D.A. ADVISORY COMMITTEE (1 year appt)

Donald Harding	2020
Ronald Pichierri	2020
Kenneth Stidsen Jr.	2020

A.D.A COORDINATOR (3 year appt)

Matthew S. Marro.....	2020
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AFFORDABLE HOUSING COMMITTEE (1 year appt)

Diana Baldarelli	2020
Patrick Fox	2020
Robert Protano	2020
David J. Shapiro	2020

ANIMAL CONTROL ADVISORY BOARD (1 year appt)

Ann Marie Catalano	2020
Edith McNamara	2020
Cynthia Miller	2020
Kathleen Nickerson.....	2020
Shirley Rieven.....	2020
Theresa E. Sadler.....	2020
Frances Simonds.....	2020

ANIMAL CONTROL OFFICER (1 year appt)

Louis Massa	2020
Steven Jones (Alternate).....	2020

ANIMAL INSPECTOR (1 year appt by BOH)

Louis Massa	2020
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AUDITORS (3 year appt)

Roselli & Clark Associates	2022
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BUILDING INSPECTOR/COMMISSIONER (1 year appt)

Sarah Culgin	2021
George Tignor (Alternate)	2020

BURIAL AGENT (1year appt by BOH)

Barbara Bartlett.....2020

CABLE TV ADVISORY BOARD (3 year appt)

Gregory Billings2020

Robert Bloomserved through November, 2019

Jay Brunetta2020

Richard H. Maki.....2021

CAPITAL BUDGET COMMITTEE (3 year appt)

Robert Brown2022

Todd Chapman2020

Mary Cliett2020

Elaine Heller.....2022

Everett W. Heller.....2021

Joseph Sova2020

CONSERVATION AGENT (3 year appt)

Matthew Marro2020

CONSERVATION COMMISSION (3 year appt)

Connor Emsley.....2022

Scott Michalak2022

Steven Pavlowich2020

Michael E. Pineo2021

Barbara Roberti2022

Briana Smith.....2022

Sue Valentine2020

Christopher O'Neil (Alternate)2022

COUNCIL ON AGING (3 year appt)

Sheila Battles.....2021

Kevin Beaupre2022

Robert Bloomserved through November, 2019

Nancy Castagna2020

David Cosgrove2022

Joseph LaGrassa.....2021

Debra MacLennan.....2021

Elizabeth Pape.....2020

Susan Protano2020

DPW SUPERINTENDENT (3 year appt by DPW Board)

Paul Lyons2020

EARTH REMOVAL BOARD (3 year appt)

John F. Kilcoyne2020

Russell R. Philpot2020

Delores Rich2020

Michael J. Rivers.....2020

EARTH REMOVAL BYLAW COMMITTEE (1 year appt)

Carl Corrinne2020

Jeffrey L. Donaldson2020

Shaun Francis.....2020

ECONOMIC DEVELOPMENT COMMITTEE (3 year appt)

Paul Cathcart, Jr.2021

Keith Cordial2021

Maureen Cranson2021

John Edwin (Jed) Lindholm.....2022

Richard H. Maki2021

Rosanne Mapp.....2021

James Patacchiola2021

Michael Pineo (ConComm Rep.)2020

ELECTION OFFICERS (1 year appt, annually in August)

Michelle Baliunas2020

Lisa Belmain2020

Blaine Bershad.....2020

Jane Brunetta2020

Irene Camerano.....2020

Joyce Chestnut-Maloney.....2020

Linda Clark.....2020

Constance Cleary.....2020

Mary Cliett2020

Lois M. Courville2020

Judy Doherty.....2020

Deborah Dupuis.....2020

John Farrell.....2020

Kevin Flannery.....2020

ELECTION OFFICERS, cont.

Steven C. Fuller	2020
Philip Gold	2020
Utahna Hallett	2020
Elaine Heller.....	2020
Linda Hill.....	2020
Sheila Hudson	2020
Karen LeClerc	2020
Marjorie Long	2020
Heide Martin	2020
Emma Massa.....	2020
Arlene McGuirk	2020
Alicia McHugh.....	2020
Anita E. McKenney.....	2020
Judith Muckenstrom	2020
Robert Nickerson, Jr.	2020
Audra Rainsford.....	2020

ELECTRICAL INSPECTOR (1 year appt)

(John) Gary Harrington	2020
Curtis Bjorkman (Alternate)	2020
Paul Kathman (Alternate)	2020

EMERGENCY MANAGEMENT DIRECTOR (2 year appt)

David C. Hurlbut.....	2020
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ASSISTANT EMERGENCY MGMT. DIR. (1 year appt)

James Emerton.....	2020
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ENERGY COMMITTEE (2 year appt)

Joseph Curtin	2020
Daniel (Chip) Hallet.....	2020
Sean Hamilton	2020
Ross Perry.....	2020

EXTENSION SERVICE (1 year appt)

Loret Schur	2020
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FINANCE COMMITTEE (3 year appt by BOS, Moderator, Fin. Com.)

Todd Chapman2021
Mary Cliett2021
Everett W. Heller2020
Joseph Sova2021
Steven Staudaher.....2022

FIRE CHIEF

David C. Hurlbut, Jr.

GAS INSPECTOR (1 year appt)

Robert Janda2020
Jeremy Pierce (Alternate).....2020

HEALTH AGENT (1 year appt by BOH)

David Favreau2020
Kathleen Nickerson (Associate)2020

HISTORICAL COMMISSION (3 year appt)

James Carroll2022
James French2020
David Gibbs2021
Catherine Harragian2022
Lindsey Van Gieson2020

LIBRARY DIRECTOR

Patricia Campbell

**MONTACHUSETT REGIONAL TECHNICAL SCHOOL (4 year appt,
voted by BOS, Moderator, School Cmte.)**

William Brassard.....2022

MUNICIPAL COORDINATOR (2 year appt)

David C. Hurlbut, Jr.2020

OPEN SPACE COMMITTEE (3 year appt)

Jeffrey Keay.....2020
Marion E. Larson2021
Peder Pedersen2020

OPEN SPACE COMMITTEE, cont.

Charles Plaisted	2021
Robert Protano	2021
James Wilkinson	2022
Sue Valentine (ConComm Liaison)	2020

PLUMBING INSPECTOR (1 year appt by BOH)

Robert Janda	2020
Jeremy Pierce (Alternate)	2020

POLICE CHIEF

Gary Chamberland

POLICE MATRON / CELL MONITOR (1 year appt)

Benjamin Dame	2020
Danielle Mallette	2019
Emma Massa	2019
Dawn Metcalf	2019
Kim Thebeau	2019

PUBLIC WEIGHERS

Jeff Henningson	2021
Heidi Lindgren	2020
Edward Perkins, Jr.	2021

RECREATION COMMITTEE (5 year appt)

Jo-Ann Cummings	2023
Glenn Donaldson	2023
Heidi Grady	2024
Mark Hryniewich	2024
Andrew Parker	2023
Bonnie Pulda	2022
Deidra Shapiro	2021

RECREATION SITE COMMITTEE (3 year appt)

Virginia Beaudin-Meade	2021
Jay Brunetta	2021
David Citro	2021
Jack Labrack	2021

RECREATION SITE COMMITTEE, cont.

Connor Meade2021
Brent Powers2021

REGISTRAR OF VOTERS (3 year appt in March)

Christine Arsenault2021
Richard O. Barriere2020
Barbara Bartlett.....2021
Melissa Chalmers.....2022

RIGHT TO KNOW COORDINATOR (1 year appt)

David C. Hurlbut, Jr.2020

SUPERINTENDENT OF SCHOOLS (WRSD)

Darryll McCall, Ed.D.

TOWN ADMINISTRATOR (3 year appt)

Ross Perry2020

TOWN ACCOUNTANT (3 year appt)

Fred Aponte.....2020

TOWN CLERK (3 year appt)

Barbara Bartlett2021

ASSISTANT TOWN CLERK (3 year appt)

Kathleen Farrell2020

TOWN COUNSEL (3 year appt)

Kopelman & Paige2020

TOWN FOREST COMMITTEE (3 year appt)

James French.....2020
Michael E. Pineo2020

TOWN TREASURER / COLLECTOR (3 year appt)

Victoria Smith2020

ASSISTANT TOWN TREASURER (3 year appt)

Elizabeth Clemence.....2021

ASSISTANT TOWN COLLECTOR (3 year appt)

Theresa Murray.....2020

VETERANS' AGENT (1 year appt)

Richard Voutour.....2020

VETERANS' GRAVE OFFICER

Robert Temple.....2020

ZONING BOARD OF APPEALS (5 year appointment)

Diana Baldarelli2020

Matthew CampoBasso2021

Joseph Curtin2021

Patrick Fox.....2020

Jerry Siver.....2022

Charles Conroy (Alternate)2021

Richard Lane (Alternate)2020

1835 TOWN HALL COMMITTEE (3 year appt)

Robert Barwise2021

John (Jack) Chandler.....2020

Carl Corrinne.....2020

Joanne K. Drown2021

Christine McCarthy.....2020

Ronald Pichierri2021

40B REVIEW COMMITTEE (1 year appt)

Donald Harding2020

SPECIAL COMMITTEES

TERM EXPIRES

AGRICULTURE COMMISSION (3 year appt)

David Grinkis	2020
Hannah Miller.....	2020
Robert Nickerson, Jr.....	2020
Susan Phinney	2022
Michael E. Pineo	2020
Diane Melone (Alternate).....	2022

CULTURAL COUNCIL (3 year appt, 2 consecutive terms)

Sarah Jordan	2022
Richard H. Maki.....	2020
Rosanne Mapp.....	2021
Diane Pedersen	2022
Margaret Spaulding	2021
Beth Stephenson	2021
Patricia Thomas.....	2020

FAIR COMMITTEE (3 year appt; 1 year for Assoc. Member)

David Agurkis	2021
Margaret Agurkis.....	2021
Philip Campbell.....	2021
Linda Davis	2021
Douglas Downey.....	2021
Carl Gronblom	2021
Daniel Hallet	2021
Terry Heinold	2021
Donald Jewett	2021
Robert Kneeland.....	2021
Nicholas Kronopolus.....	2021
Michael E. Pineo	2021
Barbara Roberti	2021
Carrie Ann Rugg	2021
Gloria Rugg.....	2021
Raymond Rugg, Jr.....	2021
Joan Strang	2021

REGIONAL EMERGENCY PLANNING COMMITTEE (1 year appt)

Gary Chamberland.....2020
James Emerton (CERT Rep.)2020
David Favreau (BOH Rep.).....2020
Donald Hamilton.....2020
David C. Hurlbut, Jr (Emergency Management Director) 2020
Peter MacDonald (Alternate).....2020

WACHUSETT FUND COMMITTEE (1 year appt)

Gary Chamberland.....2020
David C. Hurlbut, Jr.....2020
Peter MacDonald2020

OFFICE OF THE TOWN ADMINISTRATOR

This office continues to be busy with time split between financial planning and town meeting preparation; personnel matters, special projects and day to day operational issues.

The Town of Sterling continues its strong financial position. Certified Free Cash this year is \$973,846 which indicates that revenues were better than expected and expenses were less than budgeted. These funds will help support future year's projects without directly impacting property taxes. The Town's two "savings account" balances are healthy with Stabilization at \$883,026 and the Capital Investment Fund at \$3,726,057. Sterling has invested significantly towards (the) OPEB (Other Post-Employment Benefits) with a \$159,000 contribution this year. The fund balance of \$627,633 represents 6% of the estimated total obligation.

After Town Meeting approved the FY 20 budget, the Town had over \$1,051,640 in Excess Levy Capacity. This serves as a build-in buffer from a potential Proposition 2 ½ override.

The FY 20 budget, as was the FY 19 budget, was based on five basic goals:

- Fund municipal operations to best serve the residents of Sterling
- Invest in the Town's long-term savings accounts
- Invest in the Town's capital infrastructure
- Invest in the municipal employees that make this town function every day
- Respect the tax impact on Sterling's taxpayers

The FY 20 Municipal budget including schools was \$24,604,914, representing a 2.06% increase from FY 19.

\$60,000 was added to the Stabilization Account, \$50,000 to the Capital Investment fund along with \$97,467 from unspent previous warrant articles.

The total investment in the Town's capital infrastructure was \$972,208, with funding split between Free Cash and the Capital Investment fund. None of these projects were funded by Raise and Appropriate or borrowing. So, they did not impact taxes directly.

A couple of the major projects include: the HVAC system for the Butterick building was installed in the early fall. The building is noticeably more comfortable and easier to control the heat and cooling. We expect an overall energy cost savings for the building. The project to replace the sports courts (tennis, basketball, and pickleball) in West

Sterling were completed in 10 months from initial planning and under budget. Through efforts from multiple residents a \$70,000 grant was obtained from the State to cover "recreational fields and facilities." The dispatch consoles at the Police Station were replaced with state-of-art equipment

For the third year in a row, the tax rate declined to \$16.81 from \$17.27 per \$1,000.) This is the result of conservative spending and increased property value assessments.

This year the Town implemented a new Merit and Longevity Program for municipal employees. It includes the re-implementation of annual performance reviews and serves to recognize employees that are doing a good job and working for the Town at 2, 5, 10, and 15 year increments. It also keeps our compensation schedules competitive with other towns helping retain employees as well as attract new employees when openings occur.

Through mutually respectful negotiations, a three year labor contract with the Police officers was signed without outside involvement or arbitration.

The Town hired a new Facilities Technician, Patrice Fullhart and quickly benefitted from her positive attitude and attention to detail.

The Town Center Renovation with goals to place overhead wires underground, improve sidewalks including the addition of ADA ramps, and the creation of additional parking spaces is underway. The library driveway and parking lot were temporarily reconfigured as a trial of the new design.

Thank you to all Town Hall staff, Department Heads and Kama Jayne, Executive Assistant for their professional efforts to make the municipal operations a great service organization to the residents and tax payers of Sterling. Thank you to the Select Board for their continued support.

Sincerely,

Ross Perry
Town Administrator

BOARD OF SELECTMEN

The Board of Selectmen would like to provide the Town of Sterling with a summary of the accomplishments completed by its municipal government. As always, little can be accomplished without the support of the Community, Town Administrator, Employees, Boards, and Committees. We are especially excited to note that volunteerism in Sterling is at a record high. New and seasoned voices are contributing to various entities such as the Senior Center, Master Plan, Earth Removal, Housing Production, and Downtown Revitalization, just to name a few.

The Board of Selectmen's key goals and priorities have remained consistent over the past several years. Our efforts to stay focused on these goals has resulted in the completion of several projects over the past year. As we move forward, these goals will remain a priority as well as the additional support for tasks and activities driven by our municipal employees and volunteers.

- Provide exceptional service to taxpayers by improving communication between boards, committees and departments.
- Increase tax revenue through the economic development of Sterling's industrial areas, downtown and beyond.
- Support of Master Plan initiative and Citizen Committee.

COMPLETED PROJECTS/ACCOMPLISHMENTS:

- 1835 Town Hall roof renovation and fire suppression
- West Sterling Sport Courts renovation (with funding from Parc Grant)
- New efficient HVAC system installed at Town Hall and Library
- Town Hall parking lot expanded, repaved and sealed
- Merit and Longevity Plan implemented for all municipal employees
- Master Plan Committee formed, and work started with funding from DLTA Grant
- Age and Dementia Friendly Community initiative established and supported
- Three-year Police Union contract ratified
- Police Chief contract renewed
- Town Administrator contract renewed
- Vegetation Management Plan developed and submitted for state approval
- Police Dispatch Center upgraded
- Technology upgrades implemented/on-going
 - Microsoft 365 Office and Email
 - LAN infrastructure and Cyber Security upgrades; new secure IT Room completed
 - Verizon cell signal boosted at Town Hall

ON-GOING PROJECTS/ACTIVITIES SUPPORTED:

- 1835 Town Hall septic system and Use Plan
- Town Center Renovation
- Library driveway reconfiguration
- Recreation fields and potential facility
- Fire Department employee and dispatcher contracts
- SMLD's Fiber Network
- Technology & Innovation Upgrades
- Master Plan
- Human Resources: Monitor and implement policies designed to meet current laws and regulations.
- By-laws: Through the Town Administrator, the Board of Selectmen strive to assist other boards and committees in their efforts to rewrite and improve certain by-laws to make them more efficient. Objective is to reduce and ultimately eliminate legal costs associated of current by-laws.
- Boards and Committees: Remain actively involved with assigned liaison duties.

FINANCE & BUDGET ACCOMPLISHMENTS

- Balanced budgets for the past three years with an increase of approximately 2% per year approved at Annual Town Meeting.
- Maintained account balances consistent with prior years in Free Cash, Stabilization and the Capital Investment Fund.
- Continued funding policy to fund OPEB for our past obligations. OPEB account is funded as each new employee is hired rather than postponing new hire obligations.
- Maintained Moody's financial bond rating of Aa2 (third strongest rating), confirmed by independent auditors Roselli, Clark & Company.
- Attained grants over \$300K since October of 2018 through the efforts of the Operations Manager, Town Planner, SMLD Manager, Police Chief, Fire Chief and others. Grants continue to be identified to offset costs including a potential grant for the beach project, downtown revitalization, Master Plan completion, recreation and fiber capabilities.
- Host Agreement with Prime Wellness has provided \$50K to the Town's general fund. Our agreement with the Botanist should provide between \$250K to \$500K to the Town over the next five years.
- Wachusett Regional School Department and Finance Committee are working in conjunction to provide the best possible education to all students at a reasonable cost to our Town.

In closing, we want to extend our deep appreciation and thanks to Town Administrator Ross Perry and all our municipal employees for their leadership and contribution to Sterling. We want to extend a special thank you to the volunteers who lead our committees and boards. Your generosity, time, and expertise empower the community and helps to move us forward.

To all our residents and businesses, thank you for your continued support of the board and future of Sterling's vitality. We look forward to an exciting and bright future for all.

John Kilcoyne, Chair Maureen Cranson, Vice Chair Arden Sonnenberg, Clerk

OFFICE OF THE TOWN CLERK

The Town Clerk's Office is currently staffed with two full-time employees; Town Clerk Barbara Bartlett and Assistant Town Clerk Kathleen Farrell. We are also fortunate to have three highly-valued, hard-working, and experienced senior associates that complete our office team; Irene Camerano, Sheila Hudson, and Melissa Chalmers.



Some of the responsibilities of our office include:

- Recording and issuing vital records; birth, marriage and death certificates
- Oversight of Elections; including registration of voters, testing of voting equipment, and training of Election Officials
- Preparation and administration of the Annual Town Census, and production of the Annual Street List
- Processing of Business Certificates, Fuel Storage Registrations, and Dog Licenses
- Recording Town Meeting Minutes and votes taken, submitting bylaw changes to the Attorney General, and bylaw document updating
- Filing applications and decisions by the Planning Board and Zoning Board of Appeals, and issuing certificates and information regarding appeals
- Swearing in elected officials and appointed board and committee members, posting meetings and agendas, distributing the Open Meeting Law and Conflict of Interest information to all employees and board and committee members
- Responding to requests for public records, and fulfilling or coordinating the fulfilment, of these requests
- Maintenance of the Town website, vault storage, and official records
- Provide Notary Public Services - neither the Town Clerk nor the Assistant Town Clerk charge for this service

The Annual Town Meeting was held on Monday, May 6th, and was the only Town Meeting held in Sterling in 2019. The votes taken and minutes of that meeting, along with results of the Annual Town Election of Monday, May 13th, may be found in the following pages of this report.

The Board of Registrars currently consists of Town Clerk Barbara Bartlett, Richard Barriere, Christine Arsenault, and Melissa Chalmers. The Board is tasked with conducting voter registration sessions 20 days prior to every election, certifying petitions and nomination papers, and checking in voters for Town Meeting.

Following is a seven year comparison of statistics maintained by the Town Clerk:

	2019	2018	2017	2016	2015	2014	2013
Population as of Dec 31	7,863	7,937	7,778	7,963	7,536	7,791	7,925
Head of Household	3,482	3,221	3,164	3,264	3,140	3,140	3,165
Voters							
Democrats	1,051	1,040	986	1,083	1,027	1,036	1,043
Republicans	1,083	1,058	980	1,047	991	976	999
Libertarian	26	23	13	9	11	15	17
Green Rainbow	1	2	2	9	9	9	9
All Other Political Designations	43	43	43	34	27	7	7
Unenrolled (No Party Designation)	3,889	3,865	3,594	3,856	3,558	3,628	3,648
Total Registered Voters	6,093	6,031	5,615	5,862	5,621	5,671	5,723
Vitals							
Births	76	59	38	44	57	44	45
Marriages	41	29	28	42	34	25	27
Deaths	119	126	101	104	103	130	95
Dogs							
Individual Licenses	1,560	1,538	1,514	1,510	1,461	1,529	1,472
Kennels	13	14	14	14	13	12	13

Respectfully submitted,

Barbara J. Bartlett, Town Clerk

ANNUAL TOWN ELECTION May 13, 2019

	Precinct 1	Precinct 2	Total
Total Registered Voters Each Precinct	2,851	3,161	6,012
Total Votes Cast in Each Precinct	277	302	579
Voter Turnout.....10%			

BOARD OF ASSESSORS (3 yr. term)

Richard A. Sheppard (candidate for re-election)	213	247	460
Write-Ins	5	2	7
Blanks	59	53	112
TOTAL	277	302	579

BOARD OF HEALTH (3 yr. term)

Allen H. Hoffman (candidate for re-election)	224	252	476
Write-Ins	1	2	3
Blanks	52	48	100
TOTAL	277	302	579

BOARD OF SELECTMEN (3 yr. term)

Arden Sonya Sonnenberg	219	244	463
Write-Ins	2	4	6
Blanks	56	54	110
TOTAL	277	302	579

CONSTABLE (3 yr. term)

Michael E. Pineo (candidate for re-election)	138	125	263
Nicholas J. Finizio	130	170	300
Write-Ins	0	0	0
Blanks	9	7	16
TOTAL	277	302	579

DEPARTMENT OF PUBLIC WORKS BOARD (3 yr. term)

Donald W. Harding (candidate for re-election)	67	59	126
Blaine D. Bershad	101	98	199
Deane S. Day	104	133	237
Write-Ins	0	0	0
Blanks	5	12	17
TOTAL	277	302	579

	Precinct 1	Precinct 2	Total
LIBRARY TRUSTEES (2 seats, 3 yr. terms)			
Albert J. Carlin (candidate for re-election)	153	153	306
Sara J. Petullo (candidate for re-election)	179	198	377
Rose Joanna Koven	92	122	214
Write-Ins	0	0	0
Blanks	130	131	261
TOTAL	554	604	1,158

PLANNING BOARD (5 yr. term)			
Patricia A. Page	222	250	472
Write-Ins	3	4	7
Blanks	52	48	100
TOTAL	277	302	579

STERLING HOUSING AUTHORITY (2 yrs., to fill a vacancy)			
Brian J. Pierce	225	252	477
Write-Ins	1	2	3
Blanks	51	48	99
TOTAL	277	302	579

STERLING MUNICIPAL LIGHT BOARD (3 yr. term)			
Joseph J. Curtin (candidate for re-election)	231	252	483
Write-Ins	0	1	1
Blanks	46	49	95
TOTAL	277	302	579

WACHUSETT REGIONAL SCHOOL DISTRICT CMTE. (3 yr. term)			
Linda Helen Woodland	221	245	466
Write-Ins	2	0	2
Blanks	54	57	111
TOTAL	277	302	579

WACHUSETT REGIONAL SCHOOL DISTRICT CMTE. (1 yr., to fill a vacancy)			
Melissa C. Ayala	222	241	463
Write-Ins	1	0	1
Blanks	54	61	115
TOTAL	277	302	579

TOWN OF STERLING
MINUTES OF ANNUAL TOWN MEETING, May 6 2019

At 7:04 pm, on Monday, May 6, 2019 the Town Moderator, Amrith Kumar, opened the Annual Town Meeting held in the Chocksett School on 40 Boutelle Road in said Town of Sterling. There was a quorum present; 339 voters attended the meeting.

Town Moderator, Amrith Kumar noted the receipt of the posting of the Warrant for the Annual Town Meeting by Constable, and asked all who were able, to rise for the Pledge of Allegiance. The Moderator explained that Sterling Town Meeting is being recorded by Sterling Lancaster Cable TV, and is governed by the General Laws of the Commonwealth, the General Bylaws of the Town of Sterling, and the guidelines established in "Town Meeting Time".

The Moderator requested a moment of silence to honor those who have served in the Armed Forces and passed away within this year.

Selectmen Maureen Cranson read a list of residents who had recently passed and have served the Town in various capacities, to include:

- Marcelle R. (Bacon) Windward
- Paul Kroll
- Kori Stuart-Brix
- Mary Ann (O'Keefe) Nelson
- Marion L. (Taylor) Woodsmall
- Jacqueline M. (Wooding) Ryan
- Kenneth Irvine Harvey Williams
- Debra M. Thomas
- Raymond E Rugg Sr.
- Mary Margaret Wagner
- Gertrude P. Thomas
- Robert Smiley
- Muriel (Barnjum) "Terri" Casamasima
- Maureen Shaughnessy
- Roland J. Marcotte
- Patricia Ann (Goguen) Wyman

Selectmen Cranson also noted that 2019 marks 100 years since the inception of the Hiram O. Taylor American Legion Post No. 189 of Sterling, Massachusetts.

Moderator Kumar acknowledged the Town Officials that were present at the meeting, and asked all non-voters or non-residents of the Town to identify themselves and be recognized. The following non-voters signed in:

Emmanuel Ortiz, SLCTV
Matt Downing, SLCTV
Melissa Jellie, SLCTV
Stephen Ware, SLCTV
David Latino, SLCTV
Aaron Gouveia, Botanist
Michael Sherry, Botanist
Michele Randazzo, Town Counsel
Ross Riley, Botanist
Devin Hall, Botanist
Chris Tolford, Botanist
Ross Perry, Town Administrator
Jeff Carlson, WRSD
Brett Sicklick, Botanist
Patricia Ruggero, Botanist
Patricia Campbell, Library
Bob Berlo, WRSD
Rick Voutour, Veteran Services
Veronica Buckley, COA
Jan Gottesman, The Item
Tammy Crockett, Monty Tech
Amanda Kelly, Resident (non-voter)
Kristen Dietel, Recreation
Diane Sousa, COA
Sean Hamilton, SMLD
Elizabeth Clemence, Treasurer/Collector
Fred Aponte, Accountant
Kara Antrim, Social Worker
Elizabeth Adams, Resident (non-voter)
Daniel White, Resident (non-voter)
Sheila Harrity, Monty Tech
Matt Marro, Conservation
Mary Honan, Resident (non-voter)
Thomas Foley, Saint Peter Mariah

The Moderator then explained the rules and customs of Sterling Town Meetings and the processes that will be followed.

MOTION MADE to dispense with the reading of the Warrant and Constable's Return

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

Chairman Joe Sova of the Finance Committee made a presentation for the Town Meeting Members regarding the budget and financial state of the Town, prior to discussion of the first article.

ARTICLE 1. FY20 Town Operating Budget

MOTION MADE by Joe Sova that the Town will vote to raise and appropriate the sum of \$24,329,913.66 and to further appropriate, from the Ambulance Receipts Account, the sum of \$270,000.00 and to further appropriate, from the Cemetery Perpetual Care Account, the sum of \$5,000.00 for a total appropriation of \$24,604,913.66 as shown on page 5 line 233 of the Omnibus Budget for the payment of salaries and compensation, payment of debt and interest and for charges, expenses and outlays of the Town Departments, for the ensuing fiscal year, beginning July 1, 2019 and ending June 30, 2020, as shown in the municipal operating budget printed at the back of this Warrant.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 2. Compensation for Elected Officers

MOTION MADE by Maureen Cranson that the Town vote to fix the salaries and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 of the General Laws, as amended, as presented in Article 1 of this Warrant.

FY 20

Stipends

Assessor	1500.00 yr.
Selectman	1500.00 yr.
Health Board	103.00 yr.

Planning Board	300.00 yr.
DPW Board	600.00 yr.
Town Moderator	500.00 yr.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 3. Fund Deficit due to Snow and Ice

MOTION MADE by Bill Tuttle to pass over Article 3.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 4. Transfer Certified Free Cash to the Capital Fund

MOTION MADE by Everett Heller that the Town vote to transfer from Certified Free Cash the sum of \$50,000 for the Capital Investment Fund for Fiscal Year 2020.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 5. Transfer Certified Free Cash to the Stabilization Fund

MOTION MADE by Steve Staudaher that the Town vote to transfer from Certified Free Cash the sum of \$60,000 for the Stabilization Fund for Fiscal Year 20, General Laws Chapter 40, Section 5B, as amended.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 6. Transfer Balances from Old Warrant Articles to the Capital Fund

MOTION MADE by Steve Staudaher that the Town vote to transfer the sum of \$97,467.45 funds remaining from previous Town Meeting warrant articles or other inactive accounts as listed below, to the Capital Investment Fund.

Account #	Description	Recapture Dollars
01999-58064	ATM FY17 Art. # 8 DPW Backhoe	169.45
01999-58090	FY18 ATM Art. #9a Fire Dept SUV	237.73
01999-58114	FY19 ATM Art. #12e PD Taser Upgrade	2,963.00
01999-58118	FY19 ATM Art. # 13b SCBA Fill Stations	341.40
01999-58120	FY19 ATM Art. # 13d High School Turf Field	91,860.00
01231-57002	FY 14 Ambulance #1 Lease Residual	1,895.87
<u>Total</u>		<u>\$97,467.45</u>

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 7. Fiscal Year 20 Capital Plan – Free Cash

MOTION MADE by Todd Chapman that the Town vote to transfer from Certified Free Cash the sum of \$469,585 to be used to fund the Fiscal Year 2020 Capital Plan for the Town of Sterling, as recommended by the Finance Committee, as listed below, such funds to be administered and expended under the direction of the requesting department.

<u>Item</u>	<u>Department</u>		<u>Amount</u>
1. Butterick Electric doors	Selectmen	\$	11,500
2. Library Carpet	Library Trustees	\$	30,000
3. Gazebo roof	Selectmen	\$	3,900
4. Gazebo floor	Selectmen	\$	9,156
5. Gazebo under floor ventilation	Selectmen	\$	1,605
6. Replace radio (5% match)	Fire Dept.	\$	659
7. LDH Appliances (FD)	Fire Dept.	\$	23,000
8. DPW 1 Ton Dump Truck	DPW	\$	51,600

9. Updates at West Sterling Schoolhouse	Historic Commission	\$	1,500
10.Computer, Server, and Network improvements	Administration	\$	72,100
11.Fiber Termination	Administration	\$	55,000
12.Town Center Improvement Project	Administration	\$	20,000
13.Printer / Scanner	Administration	\$	6,565
14.Dispatch Consoles	Police Dept.	\$	183,000

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 8. Fiscal Year 2020 Capital Plan – Capital Investment Fund

MOTION MADE by Everett Heller that the Town vote to transfer from the Capital Investment Fund the sum of \$502,623 to be used to fund the Fiscal Year 2020 Capital Plan for the Town of Sterling, as recommended by the Finance Committee and the Capital Planning Committee, as printed in the warrant, such funds to be administered and expended under the direction of the requesting department.

<u>Item</u>	<u>Department</u>	
<u>Amount</u>		
1. Butterick Bldg. Roof	Selectmen	\$90,000
2. Butterick Bldg. Windows	Selectmen	\$35,000
3. 1835 Bldg. Septic System	Selectmen	\$120,000
4. 1835 Bldg. Sprinkler System	Selectmen	\$125,000
5. Repair Tennis & BBall Courts	Recreation Com.	\$132,623

MOTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR

ARTICLE 9. Fiscal Year 2020 Capital Plan – Ambulance Receipts

MOTION MADE by Mary Cliett that the Town vote to transfer from the Ambulance Receipts Fund the sum of \$284,000 for the purchase of a new ambulance. Such funds to be administered and expended under the direction of the Fire Department

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 10. Water Dept. Operation Enterprise Fund

MOTION MADE by Bill Tuttle that the Town vote to appropriate the sum of \$944,221 from water department revenue, and further to appropriate \$40,000 from Water Enterprise Retained Earnings, for extraordinary or unforeseen expense as determined by the DPW Board and approved by the Finance Committee, for a total appropriation of \$984,221 to operate the Water Department Enterprise Fund for Fiscal Year 2020 under the provisions of Chapter 44, Section 53F1/2, as amended, as follows:

Salaries/Wages	\$250,285	
Expenses	\$350,727	
Principal & Interest	\$235,209	
Indirect Costs	<u>\$108,000</u>	
Subtotal	\$944,221	from FY20 water charges and fees
Reserve Fund	<u>\$ 40,000</u>	from Retained Earnings
Total Appropriation	\$984,221	

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 11. Replace Water Main: Kendall Hill Road

MOTION MADE by Bill Tuttle that the Town vote to transfer from Water Enterprise Retained Earnings the sum of \$200,000 to replace the aging Kendall Hill water main between the Kendall Hill water tank and Chamberlain Road; said sum to be expended by the Department of Public Works.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

◆◆◆ CONSENT CALENDAR ◆◆◆

MOTION MADE by Rich Lane that the Town vote by unanimous consent the following Articles that have not been requested "held"; those consent articles being: 12, 13, 14, 15, 16, 17 18, 19, 20, 21, and 22, and further, to fund certain articles for the purposes set forth in the articles as follows: Article 13, raise and appropriate \$100,000; Article 15, raise and appropriate \$11,000; Article 19, raise and appropriate \$1,100; and Article 20, transfer from certified free cash \$1,300.

No holds were requested by the voters.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 12. Set Salary of Municipal Light Board

It was voted, by Consent Calendar, that the Town set the salary of the Sterling Municipal Light Board members as follows: Chairman \$1,500; Clerk \$1,500; Third member \$1,500; said sum to be an expense of the Sterling Municipal Light Department.

ARTICLE 13. Reserve Fund for FY20

It was voted, by Consent Calendar, that the Town raise and appropriate the sum of \$100,000 for the Reserve Fund for Fiscal Year 2020 in accordance with the provisions of General Law Chapter 40, Section 6 as amended, as shown in line 230 of the operating budget printed at the back of the Warrant.

ARTICLE 14. Chapter 90 Funding

It was voted, by Consent Calendar, that the Town accept Chapter 90 funds in the amount of \$410,222 as funded by the Commonwealth of Massachusetts for highway resurfacing and/or other related work or expenditures as allowed by the State Chapter 90 regulations, said sum to be expended by the Department of Public Works, with approval of the Board of Selectmen, and in accordance with the DPW's 5-year Capital Plan reviewed annually by the Capital Plan Committee.

ARTICLE 15. East Lake Waushacum Treatment

It was voted, by Consent Calendar, that the Town raise and appropriate the sum of \$11,000, to account 01999-58050, the East Lake Waushacum Treatment Account, said sum to be used for the study and treatment of the Lake, which is projected to cost \$22,000 during FY20. Remaining costs are to be financed by the East Lake Waushacum Association.

ARTICLE 16. Authorize Treasurer to Borrow Money

It was voted, by Consent Calendar, that the Town authorize the Treasurer, with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the fiscal year beginning July 1, 2019, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 4, and to renew any note or notes as may be given for a period of less than one year, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 17.

ARTICLE 17. Compensating Balance Agreements

It was voted, by Consent Calendar, that the Town, pursuant to Massachusetts General Laws, Chapter 44, Section 53F, authorize the Town Treasurer to enter into compensating balance agreements, for the fiscal year beginning July 1, 2019.

ARTICLE 18. Tax Title Payments Agreements for Properties in Tax Title

It was voted, by Consent Calendar, that the Town, pursuant to Chapter 60, Section 62A of the General Laws, as amended, authorize the Town Treasurer/Collector to pursue and establish a written payment agreement with any person(s) entitled to redeem ownership of parcel taken by the Town for nonpayment of real estate taxes ("redeemer");

1. At the start of the agreement, the redeemer shall pay 25 percent of the total amount due.
2. The agreement's maximum term shall be five years.
3. Treasurer may waive up to 50 percent of the tax title account's accrued interest.

ARTICLE 19. Fund Wachusett Greenways Expenses

It was voted, by Consent Calendar, that the Town raise and appropriate the sum of \$1,100 to be used for expenses for Wachusett Greenways, an eight town collaborative, said funds to be administered and expended by Wachusett Greenways.

ARTICLE 20. Fund Sterling Land Trust Expenses

It was voted, by Consent Calendar, that the Town transfer from Certified Free Cash the sum of \$1,300 to be used toward the payment of expenses incurred by the Sterling Land Trust, Inc. to preserve and manage various parcels of land within the Town, said funds to be administered and expended by the Trust.

ARTICLE 21. Revolving Funds Bylaw

It was voted, by Consent Calendar, that the Town set the FY 2020 spending limits for the revolving funds identified in Chapter 143 of the Town's General Bylaws, as follows:

Program or Purpose	Spending Limit
Recycling	\$5,000
Fuel	\$60,000
Deputy Collector	\$18,000
Planning Board Expenses	\$25,000
Council on Aging Expenses	\$50,000
Sterling Fair	\$135,000
Hazardous Materials	\$55,000
Radio Master Box Fees	\$4,000
Agricultural Commission Expenses	\$5,000
Recreation Committee Programs	\$155,000
Wiring Inspector	\$20,000

ARTICLE 22. Building Rental Revolving Fund

It was voted, by Consent Calendar, that the Town continue to provide for any amounts collected for building rentals, other than rental of school buildings, to be credited to a separate account to be expended without further appropriation by the board, committee or department head in control of the building for building-related upkeep and maintenance, and in accordance with the Town's prior acceptance of the second paragraph of Section 3 of Chapter 40 of the General Laws [MGL Ch 40:03], as amended, any balance in such an account at the close of the fiscal year to remain available for expenditure without appropriation for such purposes in future years.

◆◆◆ CONCLUSION OF CONSENT CALENDAR ◆◆◆

ARTICLE 23. Establish PEG Access and Cable Related Fund

MOTION MADE by Maureen Cranson to pass over Article 23.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 24. Amend the Personnel Policy to Recognize Merit and Longevity

MOTION MADE by Maureen Cranson that the Town vote to waive prior review and report by the Personnel Board, to the extent same is necessary, and to amend the Personnel Policy Bylaw of the Town of Sterling, Compensation Plan, Section 5, to recognize a merit and Longevity plan for municipal employees as follows:

Part C: Merit and Longevity Increases

The Compensation Schedule will include a merit and longevity step increase plan, which shall apply only to Regular Non-Union Positions (Full-Time and Part-Time) as detailed in Attachment A, and only if those employees have not received another increase other than COLA due to their own employment contracts. The merit and longevity step increase plan enables employees to

move up within their respective job grades via steps based on the number of years of service. The movement to the next step depends on the employee receiving a favorable annual performance evaluation under Section D-7 of the Town of Sterling Employee Handbook. The following step index is based on the employee's length of service for the Town as of July 1 of each year:

Increase percentage

- **Step 1: 0-<2 years 0%**
- **Step 2: 2-<5 years 2%**
- **Step 3: 5-<10 years 3%**
- **Step 4: 10-<15 years 3%**
- **Step 5: >15 years 3%**

Employees shall receive a percentage increase to their base salary based on the step index for each year that they are within that step. The maximum an employee can be paid is the top of the job grade for that year, except as provided in Part E of this Section.

Part D: Pay Rate for New Personnel

The hiring rate of pay shall be between the minimum **and the mid-point** of the salary range of the position's Classification Level for which the new employee is hired without prior approval of the Board **of Selectmen**, where **market conditions and/or** the employee's prior work experience, training, or education warrants such action. **Subject to the approval of the Board of Selectmen and availability of funds, the Town Administrator may authorize a higher rate of pay, up to the maximum of the salary range of the position's Classification Level, where market conditions and/or the employee's prior work experience, training, or education, warrants such action**

New employees eligible for the merit and longevity step increase plan described in this Section will be considered to be at Step 1 of that plan, regardless of their initial salary, and may progress accordingly.

Part **E**: "Personal Rate" of Pay

Any rate of pay which is above the maximum salary for a position as established by the Town's Classification and compensation plan, shall be deemed to be a personal rate of pay, and shall apply only to the incumbent. **No employee receiving a personal rate shall have their salary increased through the step increase longevity plan unless their increases have only been the standard COLA offered to other employees, but they will continue to receive any COLA increase awarded each year.** When such incumbent leaves the employ of the Town, or is transferred to another position or a new maximum higher than the employee's personal rate is established, the personal rate shall disappear.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 25. Amendments to Personnel Policy Bylaw Compensation Matrices

MOTION MADE by John Kilcoyne that the Town vote to waive prior review and report by the Personnel Board, to the extent same is necessary, and to amend the Personnel Policy Bylaw of the Town of Sterling, by updating Attachments A, C, E, F, G and H as printed in the warrant, with the exception of Attachment A; the Senior Center Operations Coordinator and Assistant Mechanic (DPW) should be Grade Level II.

Attachment A — Classification Plan
Regular Non-Union Positions as of July 1, 2019 (no change from FY'19)

Grade Level	Position Title
I	Clerk Typist
	Library Technician (All)
	Custodian

I	Van Driver
	Laborer (DPW)
	Property Lister
II	Admin Assistant
	Library Associate I
	Outreach Aide (COA)
	Meal Site Coordinator (COA)
	Senior Center Operations Coordinator (COA)
	Assistant Mechanic (DPW)
III	Assistant Town Collector
	Assistant Town Treasurer
	Associate Health Agent
	Program Assistant (Rec)
	Executive Assistant (DPW; Police; Fire: Selectmen/TA)
	Assistant Town Clerk
	Animal Control Officer
	Library Associate II
	Water Technician (DP
	Truck Driver (DPW)
	Equipment Operator (DPW)
IV	Asst. Library Director (Child Services
	Working Foreman
	Facilities Maintenance Technician
	Conservation Agent
	Mechanic DPW)
	Senior Water Technician (DPW)
V	COA Director
	HR Administrator
	Town Clerk
	Town Accountant
	Town Treasurer/Collector
	Assistant Superintendent (DPW)
	Town Planner
	Operations Manager

	Recreation Director
	Health Agent
	Building Commissioner
VI	DPW Superintendent

Attachment C - Compensation Schedule
Non-Union Regular Positions (Effective July 1, 2019)

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	\$14.12	\$16.95	\$19.77
II	\$15.29	\$19.11	\$21.39
III	\$17.57	\$21.97	\$25.49
IV	\$20.61	\$25.26	\$29.90
V	\$24.25	\$30.32	\$36.38
VI	\$35.65	\$44.55	\$53.48

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	\$29,370	\$35,270	\$41,126
II	\$31,795	\$39,749	\$44,491
III	\$36,559	\$45,694	\$53,015
IV	\$42,875	\$52,533	\$62,192
V	\$50,436	\$63,067	\$75,675
VI	\$74,146	\$92,676	\$111,229

Attachment E – Compensation Schedule
Call Fire Force Positions (Effective as of July 1, 2019)

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	\$13.93	\$21.18	\$27.42

Attachment F — Stipend Positions

Effective Jul 1, 2019

Position Title	Amount
ADA Coordinator	\$1,500
Animal Inspector	\$3,000
Emergency Management Director	\$10,000
Gas Inspector	\$6012
Plumbing Inspector	\$10,930
Sealer of Weights and Measures	\$1,200

Attachment G --- Temporary Positions

Effective July 1, 2019

Position Title	Minimum/Hour	Maximum/Hour
Police Special Officer	State Minimum	\$15.00
Constable	State Minimum	State Minimum + \$1.00/hr.
Cell Monitor	\$15.00	\$25.00
Election Officer	State Minimum	State Minimum
Board of Registrars	State Minimum	State Minimum + \$1.00/hr.
Assistant Board of Registrars	State Minimum	State Minimum
Deputy Election Warden	State Minimum	State Min + \$1.00/hr.
Election Warden	State Minimum	State Minimum + \$5.00/hr.

Attachment H --- Miscellaneous Positions

Effective Jul 1, 2019

Position Title	Minimum/Hour	Maximum/Hour
Seasonal Laborer	State Minimum	\$13.00
Seasonal Truck Driver	\$17.00	\$21.00
Lifeguard	State Minimum	\$16.00
Seasonal Recreation Assistant	State Minimum	\$16.00
Food inspector		\$40.00
Parking Clerk		\$25.00
Assistant Building Inspector		\$35 per inspection
Assistant Plumbing Inspector		\$35 per inspection

Wiring Inspector		\$35 per inspection
Assistant Wiring Inspector		\$35 per inspection

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 26. Fund Future Employee Health Insurance Increases

MOTION MADE by Rich Lane that the Town vote to raise and appropriate the sum of \$89,000 to be used for funding future employee health costs.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 27: Appropriate Monies for the OPEB Trust Fund

MOTION MADE by John Kilcoyne that the Town vote to transfer from Certified Free Cash the sum of \$159,000, to fund the Other Post Employment Benefits Trust Fund, as recommended under GASB 45/GASB 75.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 28: Amendment to the General Bylaw - Earth Removal

MOTION MADE by Rich Lane that the Town vote to amend the General Bylaws by removing the entire Chapter 63 Earth Removal and replacing with a new Chapter 63: Earth Removal as printed in the warrant.

The following voters spoke against the article or expressed concerns, and responses were provided by Selectmen Richard Lane: Jim Gettens - 7 Shady Lane, Jeff Donaldson - 72 South Nelson Rd, Walt Andrews - 21 Newell Hill Rd, Marion Larson – 11 Matthew Ln, Cheryl Cronin – 70 Heywood Rd.

Brian Cline – 23 Boutelle Rd, spoke against the bylaw, then made a motion to table the article. The motion was denied due to a statement being made without a chance for response.

Selectmen John Kilcoyne responded to previous statement.

Scott Michalak – 12 Ashton Ln, spoke against article. Shaun Francis – 12 Justice Hill Cutoff responded.

MOTION TO TABLE THE ARTICLE MADE by David Shapiro – 3 Pine Woods Ln.

MOTION TO TABLE THE ARTICLE PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR (8:27PM)

ARTICLE 29: Amendment to the Protective Bylaw - Earth Removal

MOTION MADE by Rich Lane to refer to committee (Planning Board) for further review.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

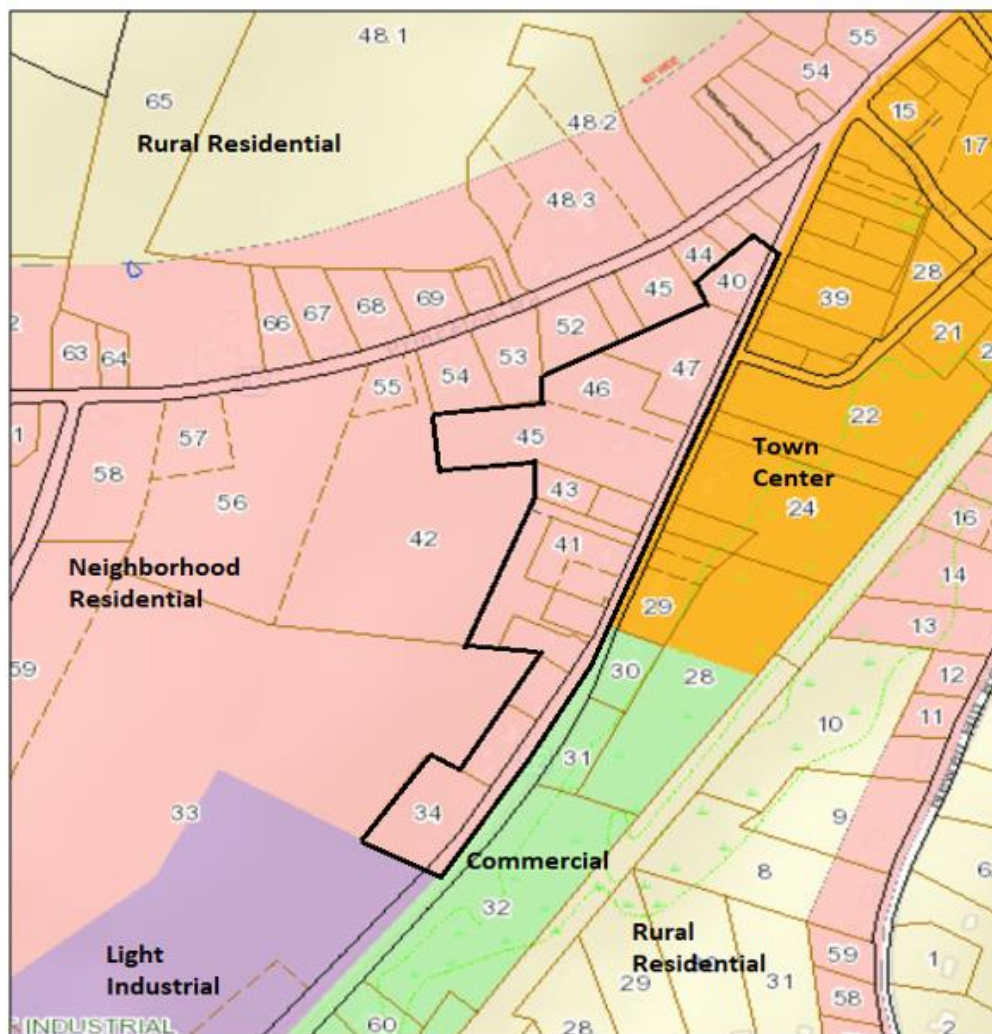
ARTICLE 30: Re-Zone land on Westerly Side of Rt 12

MOTION MADE by Maureen Cranson that the Town vote to amend its Zoning Map, as most recently amended, and its Protective Bylaws by rezoning the parcels along Rt 12 that are currently zoned as Neighborhood Residential (NR) to be included entirely within the Town Center (TC) zoning district as printed in the warrant, with the exception of parcel # 105-42 (aka 32 Princeton Rd.) will change to the Town Center (TC) zoning district only up to a line drawn 375ft from Princeton Road starting at the southwest corner of lot 43.

MOTION TO AMEND MADE by Katherine Fiamingo – 20 Princeton Rd. Amended motion: that the Town vote to amend its Zoning Map, as most recently amended, and its Protective Bylaws by rezoning the parcels along Route 12 (Worcester Road) that are currently zoned as Neighborhood Residential (NR) to be included entirely within the Town Center (TC) zoning district as printed in the warrant, with the exception of Parcel #105-42 (aka 32 Princeton Road) will change to the Town Center (TC) zoning district from a parallel setback distance of 300 feet, as measured from the property line at Worcester Road.

Parcel #	Address	Area
93-40	246 Worcester Rd.	0.61 acres
105-47	240 Worcester Rd.	1.6 acres
105-46	238 Worcester Rd.	1.3 acres
105-45	240 Worcester Rd.	2.8 acres
105-44	232 Worcester Rd.	0.35 acres
105-43	232R Worcester Rd.	0.4 acres
105-42	32 Princeton Rd.	~1.46 acres

105-41	230 Worcester Rd	0.75 acres
105-40	228 Worcester Rd.	0.33 acres
105-39	Worcester Rd.	0.01 acres
105-38	224 Worcester Rd.	0.35 acres
105-37	222 Worcester Rd.	0.47 acres
105-36	220 Worcester Rd.	0.39 acres
105-35	218 Worcester Rd.	0.55 acres
105-34	212 Worcester Rd.	1.5 acres
Total Parcels: 15		~12.87 acres* exclusive of road centerline



MOTION TO AMEND PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

AMENDED MOTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR

ARTICLE 31. Sale of Land – 135 Rowley Hill Road

MOTION MADE by Maureen Cranson that the Town vote to transfer the care, custody and control of property located at 135 Rowley Hill Road, being Assessor's Map 54, Lot 29, from the board or officer having custody thereof, for the purpose for which such property is currently held, to the Board of Selectmen for the purpose of conveyance, on such terms and conditions as the Board of Selectmen shall determine, and authorize the Board of Selectmen to execute any deeds and other documents as may be necessary or appropriate to accomplish the foregoing.

MOTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR

ARTICLE 32. Fund a Bill from FY 19

MOTION MADE by John Kilcoyne that the Town vote to transfer from Certified Free Cash \$1,422.00 to pay an outstanding prior fiscal year's invoice from K.P.-Law.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 33. Accept Provisions of the Brave Act for Tax Exemptions for Veterans

MOTION MADE by Rich Lane that the Town vote to accept the 5th paragraph of G.L. c. 59, §5, clauses 22G and 22H as printed in the warrant.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 34. Citizens Petition: Clothing, Shoe, and Book Collection Boxes and Outside Bin(s) Bylaw

MOTION MADE by Laura Ricci – 50 Bean Rd, that the Town will vote to adopt a bylaw regulating outside clothing, shoe and book collection bins and collection boxes.

Moderator explained that this is a non-binding resolution, and allowed a slideshow presentation.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 35. Citizens Petition: Resolution Declaring Sterling a Pollinator-Friendly Community

MOTION MADE by Gary Menin – 8 Birch Dr, that the Town vote to approve the following resolution:

“WHEREAS, bees and other pollinators are a necessary component of a healthy ecosystem and food system, providing pollination of plants in order to grow vegetables, herbs and fruits;

and WHEREAS, locally grown crops such as apples, blueberries, strawberries, squash and tomatoes depend on pollinators and thus are at risk;

and WHEREAS, extensive research has documented that systemic pesticides contribute to illness and death to bees and pollinators and can concurrently negatively affect human and animal life;

and WHEREAS, alternative land management practices are available that dramatically increase pollinator forage while decreasing maintenance costs;

and WHEREAS, the monetary and social costs of maintaining pollinator-friendly landscapes can be less expensive than costs associated with maintaining chemically-treated landscapes.

NOW, THEREFORE, BE IT RESOLVED by the Town Meeting of the Town of Sterling,

Massachusetts, that the Town of Sterling is hereby declared a Pollinator-Friendly Community, and that the Town encourages adoption of policies and practices that protect and support pollinator health by minimizing the sale and use of systemic pesticides.

Systemic pesticides (which include insecticides, herbicides and rodenticides) are chemicals that are absorbed by plants/animals when (intentionally or inadvertently) applied to seeds, soil, or leaves or otherwise introduced into the environment. The chemicals can then circulate through the plant's tissues, killing the insects that feed on them or deleteriously affecting other non-target animal or plant life.

BE IT FURTHER RESOLVED that the Town of Sterling urges all Sterling property owners, residents, businesses, institutions and neighborhoods to become more pollinator friendly by adopting practices including:

Committing to avoiding use of systemic pesticides on their property and avoiding the planting of flowering plants which are treated with systemic pesticides;

Planting more pollinator-supporting forage on their property, and adopting systemic pesticide free lawn and landscaping practices.

Following an Integrated Pest Management Plan prepared utilizing guidance available from the UMASS Extension Center for Agriculture, Food & the Environment for agriculture activities.

Following a Vegetation Management Plan prepared in compliance with the Rights of Way Management Regulations (333 CMR 11.00) for the Sterling Department of Public Works to control vegetation along municipal Rights of Way.

The Town Clerk is requested to send copies of this Resolution to Governor Charlie Baker, Massachusetts Department of Agricultural Resources Commissioner John Lebeaux, State Senator Dean Tran, and State Representative Harold P. Naughton."

Richard Lane stated that the Board of Selectmen defer to Town Meeting.
Allan Hoffman stated that two members of the Board of Health do not support the article.

The following voters spoke in favor of the article: Fionuala Dullea – 31 Princeton Rd, Catherine Ryan – 41 Birch Drive, Roseanne Mapp – 33 Taft Rd, Angela Grattaroti – 69

Worcester Rd, Patricia Ward – 24 Meetinghouse Hill Rd, Maryanne Macleod – 45 Swett Hill Rd,

The following spoke against the article: Robert Nickerson – on behalf of the Agricultural Commission, David Chandler – 191 Chace Hill Rd, David Grinkis – 73 Rugg Rd, Barbara Roberti – 51 Lake Shore Dr, Mike Pineo – 41 Tuttle Rd.

MOTION TO MOVE THE QUESTION MADE by David Shapiro – 3 Pine Woods Ln.

MOTION TO MOVE THE QUESTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR

Counted vote required. The following counters/tellers were sworn in by the Town Clerk:
Nickole Boardman, 16 Muddy Pond Rd Kathleen Farrell, 103 Swett Hill Rd
Rosanne Mapp, 33 Taft Rd Scott Michalak, 12 Ashton Ln

VOTE: 100 YES [in favor of resolution]; 132 NO: MOTION IS DEFEATED.

ARTICLE 36. Citizens Petition: Amend the Zoning Bylaws relative to Marijuana Establishments

MOTION MADE by Eric Thomas – 109 B Kendall Hill Rd, that the Town vote to amend the Town's Protective Bylaws by amending Section 4.9B, MARIJUANA ESTABLISHMENTS, that would provide as follows, and to further amend the Table of Uses, Section 2.3.1.C as follows:

A. Amend Section 4.9B Marijuana Establishments as follows:
Consistent with General laws, Chapter 94G, Section 3(a)(2), all types of non-medical "marijuana establishments" as defined in General Laws, Chapter 94G, Section 1, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other types of licensed marijuana-related businesses, shall be prohibited within the Town of Sterling, **except for medical marijuana cultivation and product manufacturers operating within the Town prior to January 1, 2019 that desire to operate a co-located medical and adult use cultivation and product manufacturing facilities;**

B. Amend the Table of Uses, Section 2.3.1C, as follows:

Districts	RR	NR	C	TC	LI
29. Marijuana Establishments	N	N	N	N	N ²

² Cultivation and product manufacturing by a duly licensed Marijuana Cultivator and Product Manufacturer, shall be permitted as of right within the Light Industrial Zoning District only by existing licensed medical marijuana cultivation and product manufacturers operating within the Town prior to January 1, 2019.

Brett Sicklick from the Botanist (non-voter) spoke, explaining the article. David Shapiro and Mike Pineo of the Planning Board stated that the Board does not support this article.

The following voters spoke in favor of the article: Maureen Cranson – 76 Albright Rd, Tim Hardy – 190 Beaman Rd, Rosanne Mapp – 33 Taft Rd, and Lex Thomas – 109 B Kendall Hill Rd.

The following voters expressed concerns, or spoke against the article: Jim Gettens – 7 Shady Ln and Mike Pineo – 41 Tuttle Rd.

MOTION TO MOVE THE QUESTION made by David Glidden – 7 Belmont Dr.

MOTION TO MOVE THE QUESTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

MOTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR

Motion made at 10:04PM by Brian Foley – 383 Redemption Rock Trail, to reconsider the vote to table Article 28. Motion denied per Moderator, due to timing – outside of 1 hour timeframe.

ARTICLE 37. Apply Stabilization Fund to Stabilize the Tax Rate

MOTION MADE by Todd Chapman to take no action on Article 37.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 38: Annual Town Election

MOTION MADE at 10:07PM by Rich Lane to adjourn the Annual Town Meeting, only to reconvene on Monday May 13, 2019 for the purpose of conducting the Annual Town Election, and then to dissolve.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

FY20 OMNIBUS BUDGET

(Condensed – from May 6, 2019 Annual
Town Meeting Warrant)

	Account Number	Description	FY20 Dept Request	
1		ACCOUNTANT		
2	01135- 51100	ACCOUNTANT SALARY	29,948.00	
3	01135- 57000	ACCOUNTANT EXPENSE	10,361.00	
4		Department Total	40,309.00	
5		ADA COORDIINATOR		
6	01196- 51200	ADA COORDINATOR STIPEND	1,500.00	
7		Department Total	1,500.00	
8		AGRICULTURAL		
9	01177- 57000	AGRICULTURAL EXPENSE	750.00	
10		Department Total	750.00	
11		ANIMAL INSPECTOR		
12	01250- 51100	ANIMAL INSPECTOR SALARY	3,000.00	
13	01250- 57000	ANIMAL INSPECTOR EXPENSE	900.00	
14		Department Total	3,900.00	

15		ASSESSOR		
16	01141-51100	ASSESSOR STIPEND	4,500.00	
17	01141-51200	ASSESSOR WAGES	47,100.00	
18	01141-57000	ASSESSOR EXPENSE	79,515.00	
19	01142-57000	ASSESSOR REVAL	0.00	
20		Department Total	131,115.00	
21		AUDIT		
22	01136-57000	AUDIT EXPENSE	21,500.00	
23		Department Total	21,500.00	
24		BOARD OF HEALTH		
25	01510-51100	BOH STIPEND	309.00	
26	01510-51110	BOH INSPECTOR SALARY	101,282.00	
27	01510-53000	BOH WACHUSETT HOME HEALTH CARE	0.00	
28	01510-53001	BOH MONTACHUSETT PUBLIC HEALTH	3,200.00	
29	01510-57000	BOH EXPENSE	4,530.00	
30	01510-57001	BOH KIOSK	2,900.00	
31	01510-57002	BOH PRINTER/COPIER	655.00	
32		Department Total	112,876.00	
33		BOARD OF SELECTMEN		
34	01122-51100	SELECTMAN STIPEND	4,500.00	
35	01122-57000	SELECTMAN EXPENSE	8,400.00	
36		Department Total	12,900.00	

37		CONSERVATION		
38	01171-51200	CONSERVATION AGENT WAGES	25,402.00	
39	01171-57000	CONSERVATION COMMITTEE EXPENSE	1,000.00	
40	01171-57001	CENTRAL MASS STORMWATER COALITION	5,000.00	
41		Department Total	31,402.00	
42		COUNCIL ON AGING		
43	01540-51200	SENIOR CENTER FACILITIES MAINT TECH	0.00	
44	01540-51300	SENIOR CENTER OPERATIONS COORDINATOR	0.00	
45	01540-57000	SENIOR CENTER OPERATIONS	21,755.00	
46	01541-51200	COA WAGES	182,805.22	
47	01541-53000	COA HOME CARE	400.00	
48	01541-53001	COA TITLE VII NUTRITION AND WHEAT	4,300.00	
49	01541-57000	COA EXPENSE	16,050.00	
50				
51		Department Total	225,310.22	
52		CULTURAL COUNCIL		
53	01542-57000	CULTURAL COUNCIL	3,550.00	
54		Department Total	3,550.00	
55		DEBT SERVICE		
56	01710-59000	DEBT - LONG TERM PRINCIPAL	1,545,000.00	
57	01750-59010	DEBT - LONG TERM INTEREST	155,435.00	
58	01751-59010	DEBT - SHORT TERM INTEREST	0.00	
59		Department Total	1,700,435.00	

60		DPW		
61	01422-51100	DPW SALARY	74,692.00	
62	01422-51110	DPW BOARD STIPEND	1,800.00	
63	01422-51200	DPW WAGES	641,755.00	
64	01422-52000	DPW STREET LIGHTS	16,132.00	
65	01422-52700	DPW HYDRANT RENTAL	26,675.00	
66	01422-52900	DPW TRASH PICKUP	602,000.00	
67	01422-52901	REGIONAL RECYCLING	4,181.00	
68	01422-52902	LANDFILL MONITORING	16,500.00	
69	01422-57000	DPW EXPENSE	322,420.00	
70	01422-57001	DPW EQUIPMENT LEASE	29,692.00	
71		Department Total	1,735,847.00	
72		DPW SNOW & ICE		
73	01423-51200	SNOW & ICE WAGES	60,000.00	
74	01423-57000	SNOW & ICE EXPENSE	121,000.00	
75		Department Total	181,000.00	
76		ECONOMIC DEVELOPMENT		
77	01178-57000	ECONOMIC DEVELOPMENT COMMITTEE EXPENSE	26,000.00	
78		Department Total	26,000.00	
79		EXTENSION SERVICE		
80	01690-57000	EXTENSION SERVICE	510.00	
81		Department Total	510.00	

82		FACILITIES		
83	01192-51200	FACILITIES WAGES	33,860.94	
84	01192-57000	FACILITIES EXPENSE	76,576.00	
85		Department Total	110,436.94	
86		FINANCE BOARD		
87	01131-51100	FINANCE BOARD STIPEND	0.00	
88	01131-57000	FINANCE BOARD EXPENSE	280.00	
89		Department Total	280.00	
90		FIRE-EMT		
91	01220-51100	FIRE CHIEF SALARY	102,264.00	
92	01220-51200	FIRE WAGES	642,394.00	
93	01220-51500	FIRE EMERGENCY MANAGEMENT STIPEND	10,000.00	
94	01220-57000	FIRE EXPENSE	176,500.00	
95	01220-57001	FIRE EMERGENCY MANAGEMENT EXPENSE	1,500.00	
96	01220-57002	FIRE EQUIPMENT LEASE	62,148.05	
97		Department Total	994,806.05	
98				
99		FIRE-AMBULANCE		
100	01231-51100	AMBULANCE CHIEF SALARY	12,817.00	
101	01231-51200	AMBULANCE WAGES	354,796.00	
102	01231-57000	AMBULANCE EXPENSE	97,700.00	
103	01231-57002	AMBULANCE LEASE	0.00	
104		Department Total	465,313.00	

105		HISTORICAL COMMISSION		
106	01670-57000	HISTORICAL EXPENSE	2,500.00	
107		Department Total	2,500.00	
108		HUMAN RESOURCES		
109	01152-51100	HUMAN RESOURCE STIPEND	0.00	
110	01152-57000	HUMAN RESOURCE EXPENSE	200.00	
111	01152-57001	HUMAN RESOURCE TRAINING	200.00	
112		Department Total	400.00	
113		INFORMATION TECHNOLOGY		
114	01155-52000	IT PROFESSIONAL SERVICES	0.00	
115	01155-57000	IT EXPENSE	145,548.00	
116	01155-57001	IT WEB HOSTING	0.00	
117				
118		Department Total	145,548.00	
119		INSPECTIONAL SERVICES		
120	01241-51100	BUILDING INSPECTOR SALARY	63,041.00	
121	01241-51101	INSPECTION WIRE INSP SALARY	0.00	
122	01241-51102	INSPECTION PLUMBING INSP SALARY	10,930.00	
123	01241-51103	INSPECTON GAS INSP SALARY	6,012.00	
124	01241-51200	BUILDING INSPECTOR WAGES	37,500.17	
125	01241-57000	INSPECTION EXPENSE	5,500.00	
126	01241-57001	SEALER OF WEIGHT & MEASURES EXPENSE	1,200.00	
127		Department Total	124,183.17	

128		INSURANCE-BENEFITS		
129	01910-59020	INSURANCE-BENEFITS	1,490,875.00	
130		Department Total	1,490,875.00	
131		LEGAL SERVICES		
132	01151-53000	LEGAL SERVICES	62,000.00	
133		Department Total	62,000.00	
134		LIBRARY		
135	01610-51100	LIBRARY SALARY	81,098.69	
136	01610-51200	LIBRARY WAGES	229,785.00	
137	01610-57000	LIBRARY EXPENSE	133,807.00	
138		Department Total	444,690.69	
139		MEMORIAL AND VETERANS DAY		
140	01699-57000	MEMORIAL AND VETERANS DAY	5,600.00	
141		Department Total	5,600.00	
142		MODERATOR		
143	01114-51100	MODERATOR STIPEND	500.00	
144	01114-57000	MODERATOR EXPENSE	150.00	
145		Department Total	650.00	
146		OPEN SPACE		
147	01179-57000	OPEN SPACE EXPENSE	1,500.00	
148		Department Total	1,500.00	
149		PERSONNEL BOARD		
150	01159-52000	PERSONNEL BOARD TRAINING	200.00	
151	01159-57000	PERSONNEL BOARD EXPENSE	400.00	

152	01159-57001	PERSONNEL BOARD MERIT PAY	67,291.00	
153		Department Total	67,891.00	
154		PLANNING		
155	01175-51100	PLANNING STIPEND	1,500.00	
156	01175-56310	MRPC EXPENSE	2,850.00	
157	01175-57000	PLANNING EXPENSE	19,231.00	
158				
159		Department Total	23,581.00	
160		POLICE		
161	01210-51100	POLICE SALARY	138,041.00	
162	01210-51200	POLICE WAGES	1,356,014.50	
163	01210-57000	POLICE EXPENSE	105,575.00	
164	01210-58500	POLICE CRUISER	41,000.00	
165		Department Total	1,640,630.50	
166		POLICE-ANIMAL CONTROL		
167	01249-51200	ANIMAL CONTROL WAGES	22,233.96	
168	01249-57000	ANIMAL CONTROL EXPENSE	4,000.00	
169		Department Total	26,233.96	
170		POLICE-DISPATCH		
171	01215-51200	COMMUNICATION WAGES	275,835.54	
172	01215-57000	COMMUNICATION EXPENSE	103,397.16	
173		Department Total	379,232.70	
174		RECREATION		
175	01630-51100	RECREATION SALARY	52,674.84	

176	01630-51200	RECREATION WAGES	44,119.00	
177	01630-57000	RECREATION EXPENSE	28,100.00	
178		Department Total	124,893.84	
179		TOWN ADMINISTRATOR		
180	01129-51100	TOWN ADMINISTRATOR SALARY	102,338.64	
181	01129-51200	TOWN ADMINISTRATOR WAGES	65,625.31	
182	01129-51201	OPERATIONS MANAGER WAGES	44,920.80	
183	01129-57000	TOWN ADMINISTRATOR EXPENSE	60,757.50	
184	01129-57001	COA SENIOR WORKOFF PROGRAM	15,000.00	
185	01175-57001	TOWN PLANNER (FY19)	0.00	
186	01129-51202	TOWN PLANNER SALARY (FY20)	74,970.00	
187	01129-57002	TOWN PLANNER EXPENSE	7,750.00	
188		Department Total	371,362.25	
189		TOWN CLERK		
190	01161-51100	TOWN CLERK SALARY	67,238.40	
191	01161-51200	TOWN CLERK WAGES	46,253.94	
192	01161-52000	TOWN CLERK TRAINING	3,500.00	
193	01161-57000	TOWN CLERK EXPENSE	11,000.00	
194	01162-51200	ELECTION WAGES	6,660.00	
195	01162-57000	ELECTION EXPENSE	10,700.00	
196		Department Total	145,352.34	

197		TREASURER/COLLECTOR		
198	01145-51100	TREASURER/COLLECTOR SALARY	75,363.00	
199	01145-51200	TREASURER/COLLECTOR WAGES	96,803.00	
200	01145-57000	TREASURER/COLLECTOR EXPENSE	51,800.00	
201		Department Total	223,966.00	
202		VETERANS		
203	01543-51200	VETERANS WAGES	0.00	
204	01543-57000	VETERANS EXPENSE	20,000.00	
205	01543-57700	VETERANS BENEFITS	25,000.00	
206		Department Total	45,000.00	
207		WORC COUNTY RETIREMENT		
208	01910-59060	WORCESTER COUNTY RETIREMENT	855,519.00	
209		Department Total	855,519.00	
210		ZONING BOARD OF APPEALS		
211	01176-51200	BOARD OF APPEALS WAGES	0.00	
212	01176-57000	BOARD OF APPEALS EXPENSE	5,000.00	
213		Department Total	5,000.00	
214			11,986,349.66	
215				
216	Article	WACHUSETT REGIONAL SCHOOL DIST		
217	01300-57000	WACHUSETT RSD MINIMUM CONTRIBUTION	8,220,062.00	
218	01300-57001	WACHUSETT RSD ABOVE NET MIN CONTRIBUTION	2,377,050.00	

219		WACHUSETT RSD TRANSPORTATION	717,246.00	
220		WACHUSETT RSD DEBT SERVICE	369,100.00	
221		Department Total	11,683,458.00	
222	Article	MONTACHUSETT REG. SCHOOL DIST		
223	01301-57000	SCHOOL MONTACHUSETT REGIONAL VOC TECH	821,969.00	
224		DEBT AND INTEREST - BUILDING PROJECT **	13,137.00	
225		Department Total	835,106.00	
226	Article	OPEB		
227	01910-59060	OPEB Separate warrant article	0.00	
228		Department Total	0.00	
229	Article	Reserve Fund		
230	01132-56900	RESERVE FUND	100,000.00	
231		Department Total	100,000.00	
232				
233			24,604,913.66	

FINANCIAL REPORTS

BOARD OF ASSESSORS

Fiscal Year 2019 Assessments and Property Tax Revenue Summary

<u>Property Class</u>	<u>Levy %</u>	<u>Valuation by Class</u>	<u>Tax Rate</u>	<u>Tax Levy</u>
Residential	86.8851	971,535,705	17.27	16,778,421.63
Commercial	4.0740	45,554,845	17.27	786,732.17
Industrial	5.3356	59,661,700	17.27	1,030,357.56
Personal Property	3.7053	41,586,229	17.27	715,534.49
TOTALS	100.0000	1,118,184,473		19,311,045.85

Valuation and Tax History

<u>Fiscal Yr</u>	<u>Tax Rate</u>	<u>Total Valuation</u>	<u>Accounts</u>	<u>Tax Levy</u>	<u>Change%</u>
2019	17.27	1,118,184,473	3,738	19,311,046	4.077
2018	17.54	1,057,836,729	3,736	18,554,456	4.393
2017	18.03	985,785,392	3,726	17,773,710	1.505

Abstract of Assessments

<u>Property Class Code & Description</u>	<u>Accts</u>	<u>Class Valuation</u>	<u>Avg. Value</u>
101 Residential Single Family	2,536	868,783,200	342,580
102 Residential Condominiums	177	39,930,400	
Miscellaneous Residential	21	7,632,000	
104 Residential Two Family	93	27,597,900	
105 Residential Three Family	6	2,510,000	
111-125 Apartments	8	2,913,700	
130-132 & 106 Vacant Land	361	18,946,600	
300-393 Commercial	71	38,281,400	
400-452 Industrial	108	59,285,700	
501-552 Personal Property	148	41,586,229	
600-821 Chapter 61, 61A, 61B	188	3,056,300	
012-043 Mixed Use Properties	20	7,439,050	
TOTALS	3,738	1,118,184,473	
Exempt	268	140,792,100	

Assessors' Account for Exemptions and Abatements

<u>Description</u>	<u>FY2019</u>	<u>FY2018</u>	<u>FY 2017</u>
Assessors' Overlay	\$104,322.01	\$95,894.00	\$109,896.62
Charges through 6/30	\$79,403.02	\$102,165.92	\$85,366.19
Overlay Balance as of 06/30/2018			\$158,483.06
Potential ATB Liability			\$0.00

New Growth Revenues

<u>Fiscal Year</u>	<u>Added Valuation</u>	<u>Tax Rate</u>	<u>New Revenue</u>
2019	11,296,483	17.54	198,140
2018	18,662,254	18.03	336,480
2017	9,728,642	18.33	178,326

**REPORT OF THE TREASURER / COLLECTOR
EMPLOYEES GROSS WAGES FOR 2019**

Last Name	First Name	Department	Gross Wages
Day	Deane	Fire	\$2,946.71
Favreau	Lawrence	DPW Board	\$600.00
Pineo	Michael	Planning Board	\$2,120.00
Sabourin	Roger J	DPW	\$45,176.39
Hurlbut Jr.	David	Fire	\$135,834.56
Day	W. David	Fire	\$22,338.81
Kirkpatrick	Robert	Fire	\$2,745.44
Smith	Daniel	Fire	\$9,430.08
Warren	Robert	Water	\$6,385.25
Kokernak	Thomas	Fire	\$131,938.28
Macarthur	Debra J	Dispatcher	\$76,931.97
Johnson	David	Fire	\$5,428.27
Hehir	Daniel	Fire	\$2,616.54
Shosey	Corey	Fire	\$356.24
Murray	Donlin K.	Assessor	\$1,500.00
Baker	Charles	Fire	\$1,121.66
Hamilton	Sean	Light Dept	\$170,153.63
Martin	Craig	Fire	\$837.71
Gaudette	Sean W.	Police	\$120,613.71
Johnson	David	Police	\$129,702.83
Johnson	Scott	Police	\$131,379.43
Todorov	Shawn	Fire	\$6,862.05
Orr	Deborah S.	Library	\$50,580.80
Dupuis	Deborah	Council on Aging	\$405.30
Hoffman	Allen	Board of Health	\$103.00
Barriere	Richard	Election Worker	\$78.00
Pomeroy	Craig	Police	\$135,850.29
Arsenault	Christine	Light Dept	\$38,668.26
Janda	Robert	Inspector	\$16,801.75
Foley	Brian J.	Light Dept	\$115,673.39
Protano	Robert J.	Council on Aging	\$8,030.40
Sheppard	Richard A.	Assessor	\$1,500.00
Nordquist	John E	Light Dept	\$107,820.99
McAuliffe	John	Fire	\$862.29
Marro	Matthew	Conservation	\$26,413.68
Greenwood	David	Fire	\$16,258.92
Nickerson III	Robert	Fire	\$17,076.28
Plouffe	Timothy	Police	\$102,768.05
Shepard	Walter	DPW	\$54,507.55
Cranson	Maureen	Selectmen	\$1,500.00

Last Name	First Name	Department	Gross Wages
Bourque	Brian	Police	\$100,830.41
Parkinson	Abbi	Dispatcher	\$2,490.40
Hudson	Sheila	Senior Tax Workoff	\$1,000.00
Lein	Barry	Senior Tax Workoff	\$1,000.00
Baker	Christopher	Fire	\$4,098.65
Kneeland	Robert	DPW	\$275.00
Chamberland	Gary	Police	\$147,709.68
Somma	Enid	Senior Tax Workoff	\$1,000.00
Hurlbut	Florine	Senior Tax Workoff	\$350.50
Massa	Louis	Animal Control	\$40,691.00
Gold	Philip	Library	\$12,353.51
Dell	Pamela	Council on Aging	\$21,102.84
Brodrick	Ian	Library	\$34,779.72
DeCiero	Lisa	Water	\$52,278.18
Norberg	Michael	Police	\$94,242.93
MacArthur	Garrett	Dispatcher	\$61,652.63
Forgione	Nancy	Light Dept	\$67,490.88
Fugere	Steven	Police	\$121,698.98
Gerardi	Paul	DPW	\$66,950.47
Lyons	Paul	Water	\$83,688.55
Nickerson	Kathleen	Board of Health	\$21,284.56
Dietel	Kristen	Recreation	\$53,208.40
Bristol	Lisa	Fire	\$46,987.20
Favreau	David	Board of Health	\$63,965.20
Braconnier	Michelle	Dispatcher	\$53,652.01
Pomeroy	Lane	Police	\$89,580.48
Aubin	Gregg	DPW Board	\$600.00
Serewicz	Beatrice	Dispatcher	\$4,173.78
Leclerc	Karen	Election Worker	\$17,457.50
Gray	Timothy	Light Dept	\$129,456.37
Tuttle	William	DPW	\$75,525.32
Ferguson	Ryan	Police	\$107,534.63
Camerano	Irene	Senior Tax Workoff	\$1,072.00
Long	Marjorie	Election Worker	\$90.00
Mallette	Danielle	Police	\$137.50
Allen	Chad	Light Dept	\$109,307.12
Borge	Darren	Light Dept	\$108,148.33
Rutherford	Charles	Facilities	\$14,868.84
Philpot	Russell	Planning Board	\$300.00
Hendley	Meggin	Light Dept	\$57,997.72
Emerton	James	Fire	\$102,758.71
Dreyer	Deborah	Assessor	\$46,000.40

Last Name	First Name	Department	Gross Wages
Brunetta	Jane	Election Worker	\$69.00
Lyons	David	DPW	\$61,370.16
Ares	Erik	Fire	\$94,242.19
Chalmers	Melissa	Senior Tax Workoff	\$2,605.50
Menin	Gary	Board of Health	\$103.00
Hallet	Utahna	Election Worker	\$183.00
Grebinar	Alexandra	Library	\$45,822.25
Jayne	Kama	Administration	\$49,305.55
Matthews	Edmoth	Fire	\$266.85
DiVirgilio	James	Fire	\$23,008.14
Hamilton	Brandon	Fire	\$4,618.49
Laitala	John	Fire	\$4,696.27
Smith	Brendan	Fire	\$399.25
Clark	Donna	Board of Health	\$103.00
Shea	Jamieson	Fire	\$83,321.55
Heller	Elaine	Board of Health	\$4,798.34
Cawley	Paul	Janitor	\$12,606.75
Tamulen	Joshua	Fire	\$28,544.46
Donohue	Geoffrey	DPW	\$58,489.16
Campbell	Patricia	Library	\$82,191.56
Grebinar	Kevin	Fire	\$23,173.24
Boardman	Nickole	Council on Aging	\$18,628.46
Tata	Eric	Water	\$65,032.53
Shea	Timothy	Fire	\$2,668.77
Kinahan	George	Fire	\$6,004.18
Harrington	J Gary	Inspector	\$11,305.00
Santos	Felipe	Fire	\$4,354.55
Finizio	Nicholas	Fire	\$16,573.39
Provonsil	Brian	Light Dept	\$114,378.97
Patterson	Jason	Fire	\$1,296.93
Maloney	William	Fire	\$1,016.30
Muckenstrom	Judith	Election Worker	\$186.00
McKenney	Anita	Election Worker	\$141.00
Gold	Marjorie	Library	\$15,769.52
Cote	Angela	Library	\$32,933.44
Aponte	Alfredo	Accountant	\$77,093.84
Kilcoyne	John	Selectmen	\$1,500.00
Courville	Lois	Election Worker	\$90.00
McGuirk	Arlene	Election Worker	\$87.00
Holmquist	Margaret	Recreation	\$6,540.96
Pierce	Brian	Light Dept	\$1,500.00
Mucci	Steven	Police	\$105,140.01

Last Name	First Name	Department	Gross Wages
Pierce	Jeremy	Inspector	\$525.00
Thebeau	Kim	Dispatcher	\$1,803.04
Bartlett	Barbara	Town Clerk	\$66,545.20
Kazan	Betty	Planning Board	\$17,949.25
Culgin	Sarah	Building	\$62,270.38
Flynn	Heidi	Library	\$26,273.70
Metcalf	Dawn	Police	\$46,284.40
d'Entremont	Phil	Fire	\$82,191.46
Ryder	Brian	Police	\$2,640.96
Gianos	Sarah	Fire	\$11,679.12
Cullinane	Erin	Fire	\$23,101.06
Coughlin	Denis	Council on Aging	\$5,565.58
Nickerson Jr.	Robert	Election Worker	\$78.00
Brosque	Steven	Fire	\$26,772.81
Cassata	Melissa	Council on Aging	\$16,340.62
Tuttle	Michael	DPW-0650	\$4,525.00
Shapiro	David	Planning Board	\$300.00
Hougham	Brianna	Recreation	\$5,981.50
Lane	Richard	Selectmen	\$750.00
Emsley	Connor	Recreation	\$5,006.39
Hanchett	Benjamin	Recreation	\$4,885.66
DiReda	Gianna	Recreation	\$1,013.52
Annapragada	Mrithyunjaya	Moderator	\$500.00
Cleary	Constance	Election Worker	\$90.00
Mapp	Rosanne	Senior Tax Workoff	\$258.00
Buckley	Veronica	Council on Aging	\$55,472.80
Peterson	Ross	Light Dept	\$87,415.89
Curtin	Joseph	Light Dept	\$1,500.00
Perry Jr	Edward	Town Adminstrator	\$102,247.60
Sullivan	Kristen	Library	\$11,297.82
Moulton	Kara	Recreation	\$5,059.61
Downey	Jacob	Recreation	\$3,168.10
Chapman	Emily	Recreation	\$2,651.22
O'Connor	Emma	Recreation	\$3,474.99
Grady	Dylan	Recreation	\$1,793.75
Golen	Saige	Recreation	\$4,612.37
Smith	Victoria	Treasurer/Collector	\$74,580.80
Ash	James	Council on Aging	\$18,419.02
Mammone	Karen	DPW	\$24,680.40
Farrell	Kathleen	Town Clerk	\$42,586.49
DiPietro	Andrew	Dispatcher	\$58,618.64
Bellizzi	Andrew	Fire	\$347.69

Last Name	First Name	Department	Gross Wages
Dame	Benjamin	Dispatcher	\$4,063.64
Glasier	Judith	Election Worker	\$90.00
Hartnett	James	Election Worker	\$276.00
Moore	Robert	Board of Health	\$8,145.00
Galeski	Jaine	Dispatcher	\$5,878.79
Page	Patricia	Building	\$35,632.44
Kathman	Paul	Inspector	\$980.00
Baldarelli Jr.	Jason	Fire	\$26,694.27
Sanford	Kevin	Light Dept	\$68,265.85
Roseberry	Katelyn	Light Dept	\$9,770.00
Tignor	George	Inspector	\$140.00
Huff	Brett	Water	\$44,496.35
Buffalo	Richard	DPW	\$1,261.74
Miller	Craig	Planning Board	\$300.00
Clemence	Elizabeth	Treasurer/Collector	\$42,187.20
Santoro	John	Planning Board	\$300.00
Rausch	Jacob	Recreation	\$5,477.78
Hauver	Shea	Recreation	\$3,879.78
Darlington	Eric	Light Dept	\$2,250.00
Gonsorcik	Shari	Recreation	\$17,184.74
Millhofer	Dorothy	Council on Aging	\$2,708.00
Jewett	Erik	Water	\$57,618.50
Doherty	Judith	Election Worker	\$1,000.00
Flannery	Kevin	Election Worker	\$90.00
Farrell	John	Election Worker	\$105.00
Feller	Thomas	Police	\$10,609.20
Tatasciore	Domenica	Town Planner	\$74,203.56
MacPherson	Keith	DPW	\$56,820.94
Hryniewicz	Julia	Recreation	\$456.25
Blakeney	Scott	Police	\$27,245.00
O'Connor	Mary	Senior Tax Workoff	\$500.00
Warren	Melissa	Senior Tax Workoff	\$982.00
Pruneau	Mark	DPW	\$1,055.00
Tomaiolo Jr	Michael	DPW	\$38,329.98
Hoyt	Jennifer	Fire	\$462.73
Sousa	Diane	Council on Aging	\$4,343.76
Iacaboni	Andrew	DPW	\$10,218.50
Anderson-Felton	Clare	Council on Aging	\$9,871.92
Siemen	Timothy	DPW	\$5,766.50
Ruggiero	Johnathan	DPW	\$6,714.25
White	Kyle	DPW	\$5,341.00
Gaucher	Jason	DPW	\$5,744.00

Last Name	First Name	Department	Gross Wages
Sargood	Robert	Dispatcher	\$1,522.14
Bauman	Aili	Recreation	\$2,547.75
Gonsorcik	Evan	Recreation	\$264.00
Glow	Isabelle	Recreation	\$2,604.00
Carney	Megan	Recreation	\$2,481.00
Ortiz	Marguerite	Recreation	\$2,125.00
Fullhart	Patrice	Facilities	\$11,812.50
Temple	Beverly	DPW	\$5,301.00
Weinheimer	Jeffrey	DPW	\$14,731.82
Gryszowka	Matthew	Light Dept	\$3,576.00
Ruggiero	Joseph	DPW	\$10,996.76
Clemence	Scott	DPW	\$3,095.75
Hasselmann	Linda	Senior Tax Workoff	\$237.00
Alfke	Bonnie	Senior Tax Workoff	\$741.00
Belair	Jacquelyn	Recreation	\$5,438.27
Cutler	Robert	Assessor	\$1,500.00
Murray	Theresa	Treasurer/Collector	\$54,654.80
Darci	Rachel	Dispatcher	\$92.70
Grand Total			\$6,416,306.47

**REPORT OF THE TREASURER/COLLECTOR
DEBT - JUNE 30, 2019**

PROJECT	Year	Bond Matures	Rate	Original Bond	FY19 Interest	FY19 Principal	Balance
School Renovation	2006	2/15/2020	4.00%	\$9,365,000.00	\$80,000.00	\$1,010,000.00	\$990,000.00
Library Renovation	2011	6/15/2021	3.00%	\$455,000.00	\$4,950.00	\$45,000.00	\$90,000.00
Griffen Road	2011	5/3/2019	3.00%	\$82,000.00	\$300.00	\$10,000.00	\$0.00
Police & Fire Stations	2011	6/15/2021	3.00%	\$1,580,500.00	\$16,530.00	\$151,000.00	\$300,000.00
Fire Station	2005	5/15/2025	4.00%	\$1,950,000.00	\$27,597.50	\$95,000.00	\$570,000.00
Water Tank Land	2011	6/15/2020	3.00%	\$44,000.00	\$320.00	\$4,000.00	\$5,000.00
Water Tank	2011	6/15/2021	3.00%	\$798,500.00	\$8,800.00	\$80,000.00	\$160,000.00
Water Disinfecting Plant	2004	2/1/2021	5.25%	\$451,269.00	\$3,744.32	\$30,000.00	\$70,000.00
Water Mains	2005	5/15/2025	4.00%	\$660,000.00	\$8,715.00	\$30,000.00	\$210,000.00
Water Well and UV #1	2007	7/15/2027	2.00%	\$806,740.00	\$8,479.35	\$40,533.00	\$403,701.00
Vault	2013	6/15/2020	2.80%	\$205,000.00	\$1,540.00	\$30,000.00	\$25,000.00
Fire Truck	2015	4/15/2020	3.00%	\$560,000.00	\$8,800.00	\$110,000.00	\$110,000.00
Senior Center	2015	4/15/2035	3.00%	\$2,530,000.00	\$76,537.50	\$130,000.00	\$2,010,000.00
TOTAL					\$246,313.67	\$1,765,533.00	\$4,943,701.00

Victoria Smith
Treasurer/Collector

**REPORT OF THE TREASURER/COLLECTOR
TAX COLLECTIONS - December 31, 2019**

Real Estate Taxes	TAXES COMMITTED	ABATE/ EXEMPT	TRANSFER to TAX TITLE	COLLECTIONS less Refunds	BALANCE
Levy of 2020	\$14,316,302.54	\$15,890.75	\$0.00	\$9,372,952.86	\$4,927,458.93
Levy of 2019	\$18,634,872.85	\$70,318.75	\$89,522.87	\$18,430,586.86	\$44,444.37
Levy of 2018	\$17,865,191.08	\$89,709.40	\$133,995.40	\$17,641,486.28	\$0.00
Levy of 2017	\$17,113,786.30	\$80,977.28	\$87,155.63	\$16,945,654.11	(\$0.72)
Levy of 2016	\$16,760,234.35	\$91,773.67	\$90,035.90	\$16,578,424.94	(\$0.16)
Levy of 2015	\$15,576,819.78	\$55,401.16	\$69,080.96	\$15,452,337.66	\$0.00
Levy of 2014	\$15,005,223.52	\$58,478.46	\$129,228.60	\$14,817,136.53	\$379.93
Levy of 2013	\$14,586,299.93	\$55,500.37	\$124,619.44	\$14,406,180.12	\$0.00
Levy of 2012	\$14,339,236.77	\$59,784.49	\$96,665.40	\$14,182,786.88	\$0.00
Levy of 2011	\$14,077,243.42	\$75,384.60	\$83,838.00	\$13,918,020.82	\$0.00
Levy of 2010	\$14,082,290.52	\$60,062.05	\$68,711.35	\$13,953,517.12	\$0.00
Levy of 2009	\$14,116,679.40	\$51,584.01	\$58,470.21	\$14,006,625.18	\$0.00
Levy of 2008	\$13,461,501.69	\$44,339.99	\$39,432.99	\$13,377,728.71	\$0.00
Levy of 2007	\$12,709,130.84	\$43,202.82	\$30,136.98	\$12,635,791.04	\$0.00
Levy of 2006	\$12,567,052.89	\$52,248.07	\$36,848.81	\$12,477,625.70	\$330.31
Levy of 2005	\$11,416,727.35	\$35,263.94	\$46,155.08	\$11,335,038.39	\$269.94

\$9,141,552.07

Personal Property Taxes	TAXES COMMITTED	ABATE/ EXEMPT	COLLECTIONS less Refunds	BALANCE
Levy of 2020	\$371,226.13	\$0.00	\$0.00	\$371,226.13
Levy of 2019	\$727,334.61	\$132.73	\$722,324.02	\$4,877.86
Levy of 2018	\$731,389.21	\$3,208.06	\$725,073.37	\$3,107.78
Levy of 2017	\$768,382.98	\$580.53	\$764,887.13	\$2,915.32
Levy of 2016	\$799,941.37	\$1,479.13	\$795,746.39	\$2,715.85
Levy of 2015	\$727,451.88	\$2,182.96	\$722,689.39	\$2,579.53
Levy of 2014	\$722,268.09	\$3,670.85	\$715,969.83	\$2,627.41
Levy of 2013	\$604,838.65	\$8,928.11	\$591,162.17	\$4,748.37
Levy of 2012	\$592,766.33	\$9,140.67	\$583,218.75	\$406.91
Levy of 2011	\$538,892.36	\$10,300.06	\$528,356.39	\$235.91
Levy of 2010	\$455,688.60	\$6,989.49	\$448,331.17	\$367.94
Levy of 2009	\$422,388.42	\$39,637.34	\$382,564.91	\$186.17
Levy of 2008	\$372,158.68	\$5,216.71	\$366,809.99	\$131.98
Levy of 2007	\$307,746.94	\$966.10	\$306,660.55	\$120.29
Levy of 2006	\$301,777.76	\$787.52	\$300,884.55	\$105.69
Levy of 2005	\$352,972.23	\$947.97	\$351,989.08	\$35.18

\$396,388.32

MotorVehicle Excise	TAXES COMMITTED	ABATE/ EXEMPT	COLLECTIONS less Refunds	BALANCE
Levy of 2019	\$1,546,649.52	\$40,661.28	\$1,460,403.05	\$45,585.19
Levy of 2018	\$1,503,072.10	\$40,113.79	\$1,453,539.23	\$9,419.08
Levy of 2017	\$1,465,357.67	\$44,288.02	\$1,416,617.10	\$4,452.55
Levy of 2016	\$1,356,733.43	\$35,875.95	\$1,317,513.72	\$3,343.76
Levy of 2015	\$1,280,992.50	\$26,775.89	\$1,251,457.96	\$2,758.65
Levy of 2014	\$1,252,073.05	\$27,581.89	\$1,222,357.00	\$2,134.16
				<hr/> \$67,693.39 <hr/>
Taxes Liens/ Tax Title				\$524,156.25
Tax Foreclosure				\$90,803.71

**REPORT OF THE TREASURER/COLLECTOR
TRUST FUNDS - DECEMBER 31, 2019**

ACCOUNT	PRINCIPAL	AVAILABLE
	Non-Expendable	Funds
	Funds	Expendable
		Funds
Jacob Conant - Fuel Fund	2,200.00	\$3,448.14
Emily Wilder - Fuel Fund	1,500.00	\$2,724.14
Clarissa A. Freeman Fund	5,000.00	\$2,658.70
Martha Roper Fund	500.00	\$1,189.57
Albert Farwell Fund	1,000.00	\$846.75
Henry Stephenson Fund	2,000.00	\$4,094.45
Alba Coffin Fund	1,000.00	\$1,644.99
TPA Trust for the Needy	0.00	\$1,839.81
John Houghton Needy Women	52,664.36	\$7,169.79
Butterick Library	11,000.00	\$126.25
Eli Kilburn Library	3,250.00	\$198.43
Conant Library	500.00	\$0.25
Waite Library	3,000.00	\$186.62
Putnam Library	2,000.00	\$122.48
W C Kendall Library	500.00	\$70.46
Charles Place Library	2,450.00	\$160.14
Edward Conant Library	1,200.00	\$103.57
Madaline Miller Library	1,000.00	\$63.69
Helen Houghton Library	5,726.87	\$100.97
June Williams Library	76,198.95	\$1,531.98
Allen Library	0.00	\$346,243.64
Flower Fund	4,530.00	\$6,216.62
Eli Kilburn Park Fund	1,300.00	\$1,809.82
Fannie Stevenson Park Fund	1,000.00	\$1,696.26
Perpetual Care	260,181.58	\$34,290.58
Florence Houghton Tree	3,434.46	\$4,854.89
Rosamond D. Fanning Scholarship	1,000.00	\$705.31
Butterick School Fund	10,000.00	\$784.03
Conant High School Scholarship	15,000.00	\$375.56
Iacobucci Scholarship	5,300.00	\$948.10
Maria Houghton Scholarship	52,664.36	\$999.65
Wachusett Area EMS	0.00	\$161,495.17
Cultural Council	0.00	\$5,051.22
George & Mary Gibbs Recreation	5,000.00	\$4,468.56
Conservation	0.00	\$14,732.52

ACCOUNT	PRINCIPAL	AVAILABLE
	Non-Expendable Funds	FUNDS Expendable Funds
Chocksett Crossing	0.00	\$40,776.30
OPEB	0.00	\$638,912.94
General Fund	0.00	\$566,146.95
TOTAL	\$532,100.58	\$1,858,789.30

**REPORT OF THE TREASURER/COLLECTOR
CAPITAL & STABILIZATION FUNDS -December 31, 2019**

Stabilization Fund	\$884,713.73
Capital Stabilization Fund	\$3,539,215.33
TOTAL	\$4,423,929.06

BOARD, COMMITTEE AND DEPARTMENT REPORTS

AFFORDABLE HOUSING COMMITTEE

The Affordable Housing Committee was appointed to develop a strategy to promote and control the development of affordable housing in Sterling. Under the provisions of Chapter 40B of the Massachusetts General Laws, municipalities are limited in their ability to restrict or prohibit the construction of housing developments that are classified as affordable. However, municipalities may, under the law, gain some control over this process by creating and implementing a Housing Production Plan. Housing Production Plans have a 5-year life span. Sterling created a plan in 2006, but it expired in 2011. The Affordable Housing Committee worked with the Town Planner and consultants from the Montachusett Regional Planning Commission to update the expired plan. The updated plan has been approved and certified by the Department of Housing and Community Development and is available for inspection at the office of the Town Clerk or online through the Affordable Housing Committee's web page. If the provisions of the plan are implemented over the next five years, Sterling will be in a position to more effectively manage the siting and construction of affordable housing projects in our community.

Respectfully submitted,

Diana Baldarelli
Paul Cathcart
Patrick Fox
Robert Protano
David Shapiro

STERLING AGRICULTURAL COMMISSION

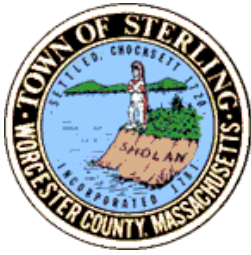
The Sterling Agricultural Commission is comprised of seven (7) regular members and three (3) numbered alternates all of whom are appointed by the Selectmen to serve for a term of three years. A majority of the membership must be substantially engaged in the pursuit of agriculture. The purpose of the Commission is to conserve, protect and encourage the development and improvement of the town's agricultural land for the production of food and other agricultural products. Meetings are held in the Town Hall and agendas are posted on the Town Web Site and in the Town Clerks Office.

The Agricultural Commission voted to continue support of Central Mass Grown, an organization promoting agriculture in Worcester County. The Agricultural Commission also participates quarterly with the Worcester County Regional Working Group.

The Agricultural Commission continues to support the Farmers Market that is held in front of the Sterling Town Hall. This market operates on Fridays during the growing season and provides town residents with locally grown fresh farm products

The Agricultural Commission hosted a booth at the Sterling Fair which featured the importance of pollinators to farming in Sterling. It also featured a cross-section of farms in town across the range of agricultural products they produce.

A meeting was held this year with members of the agricultural community to establish the expectations they have for the Agricultural Commission. After the brainstorming session, the Commission took these inputs and has begun to form a long-range plan of action.



Town of Sterling

ANIMAL CONTROL OFFICER

In 2019, the Town of Sterling had just less than four hundred animal control calls that came in through our dispatch center. This total does not include follow-up phone calls to residents for unlicensed dogs or any other necessary phone calls.

The following statistics represent the incidents that I, as Animal Control Officer, was involved in during the past year:

Dogs at Large.....	124
Nuisance	25
Hit Dogs/Cats by Vehicles	4
Feral/Stray Cats	20
Dog/Cat Bites Sterling residents	17
Farm Animal Calls	39-10 More than 2018
Wildlife Calls	79
Dead Animals Picked Up	5
General questions	10
Court Cases	7 / 1 still pending

The Town of Sterling licensed 1,550 dogs in 2019, which is 13 more than in 2018. This is the greatest number of dogs licensed since I have been Animal Control Officer, which has been over 15 years. This number of licensed dogs in 2019 appears to be a direct result of more people moving into Sterling, new roads and more people having more than one dog. The total dollar amount of citations I issued in 2019 was \$850.00, which includes citations for unlicensed dogs after April 15, 2019.

This total does not include the late fees from the Town Clerk's office of \$25.00 per dog for not being licensed by April 15. The total number of dogs not licensed by April 15 was 160, which is 140 less than in 2018. A total of \$4,000.00 in late fees was collected by the Town Clerk's office. I think getting residents to license their dog/dogs by a certain date is a good thing because knowing all these dogs are up to date on rabies vaccinations is important for the Town's safety.

The Municipal Impound was implemented in 2010. It is utilized as a holding facility for animals picked up from animal control calls; it is not utilized as a shelter. This is a great asset for the Town of Sterling.

In 2020, I will continue to assist the residents of Sterling in any way I can by helping them understand the animal control by-laws. I also hope to get more dogs licensed in 2020 before the April 15 deadline. I plan on achieving this goal by doing even more advertising than I usually do. Having more licensed dogs in Sterling will be beneficial in emergency situations because in times of crisis, a licensed dog with an ID tag on their collar will make the process of obtaining animal information more efficient. Having more animals with microchips will also help.

On October 4, 2017, I passed the Massachusetts Animal Fund Animal Control Officer Core Competencies Certification Course in Chelmsford Massachusetts. This three-day course covered topics from state laws to hands on training. In 2012, the law was passed that all Animal Control Officers must be certified by the state of Massachusetts. In order to keep that certification, other courses are required to be taken during each calendar year totaling a certain number of credits, which I did achieve in 2019. My original certification was in May, 2005 through the Animal Control Officers Association of Massachusetts. My second certification was in 2007 through the National Animal Control Officer Association. The National Animal Control Officer Association course was 40 hours long, and the Animal Control Officers Association of Massachusetts course was 96 hours long, providing me with 136 hours of educational and beneficial information.

On October 4, 2012 I attended a seminar at Tufts Veterinary School of Medicine in North Grafton pertaining to the changes to chapter 140 (state law) for Animal Control Officers that took effect that month. It was an all-day seminar and I was granted a diploma. On October 16, 2014 I took a training course through Central Massachusetts Disaster Response Team (CMDART). This means that I am trained to respond to a man-made or natural disaster in Sterling and Central Massachusetts. We had a shelter simulation at the first church in Sterling on October 19, 2014 which went very well. In 2016, I took a few different courses pertaining to large animals. This training showed me how to properly handle a horse, cow or any other large animal that goes down.

My goal in 2020 is to take additional seminars and courses throughout the year to improve my education. This will not only be beneficial to me but will benefit the Town of Sterling's residents as well.

Over the past several years the Town of Sterling has offered two rabies clinics which are open to all towns, one in the spring and one in the fall. Both are held at the VCA Sterling Animal Hospital. Both clinics have been very successful; therefore, both will continue yearly. In the fall of 2012, the town started to offer Microchips at both the spring and fall clinics. This has gone very well and will also continue. The Assistant

Town Clerk attends the Spring rabies clinics in order to offer dog licensing to Sterling residents only. This makes it convenient for residents to license their dogs once they get the required rabies shot.

I want to thank all the Veterinarians and Staff at VCA Sterling Animal Hospital for all their support and help with these rabies/microchip clinics.

I would also like to thank the following town departments for their assistance and support throughout this past year, The Town Clerk's Office, The Sterling Police Department and Dispatchers, Fire Department, Animal Control Advisory Board, Board of Health, The Light Department, DPW, and all other Town Departments. I look forward to being your Animal Control Officer for 2020, making positive changes for the Town of Sterling's animal community.

Respectfully submitted,

Louis Massa
Animal Control Officer
Town of Sterling

BOARD OF HEALTH

Massachusetts' Boards of Health are responsible and have statutory obligations under Mass General Laws, for state and local regulations, disease prevention and control, health and environmental protection, and promoting a healthy community. The main purpose of the Board of Health (BOH) has been to enforce Title 5 of the State Environmental Code, which is the minimum standard for the design and installation of subsurface disposal systems for sanitary sewage in the Town of Sterling. In addition, the Sterling Board of Health has issued supplemental regulations to the Title 5 Code (Sterling Board of Health Subsurface Disposal Regulations) as well as to local Well Regulations. The intent of these regulations is to protect and improve the public health and welfare of the citizens.

The Sterling Board of Health consists of a three-member board that meets the second Thursday of each month in the Butterick Municipal Office Building at 1 Park Street. The Department consists of the Health Agent, David Favreau and the Associate Health Agent, Kathleen Nickerson who, between them, handle the day-to-day activities. Additionally, Louis Massa performs the duties of the Animal Inspector, Robert Moore is an additional Food and Septic Inspector and Elaine Heller manages the Board Meeting Minutes. Everyone may be reached through the BOH office at 978-422-8111 X2305.

In 2019, all operations of the Sterling Board of Health were carried out as required. Results from all permits and licenses issued include the witnessing of 66 percolation tests, 132 deep hole tests (soil testing), 108 Title 5 inspections, 52 food establishment inspections, 3 pool inspections, 1 camp inspection, 10 samples taken from the public beach for water testing and inspections, etc. Animal inspections in 2019 associated to rabies consisted of 35 quarantines for possible rabies; and 40 barn inspections. In addition, the BOH is also responsible for responding to nuisance complaints and housing complaints which amounted to 39 complaints in 2019.

Actual Permits/Licenses issued by the Board of Health for 2019 were: Camp Permits 1; Septic Construction Permits 66; Food Establishment Permits 79; Stable Permits 29; Funeral Home Permit 1; Septic Hauler Licenses 17; Septic Installer Licenses 50; Pool Permits 3; and Private Well Permits 4.

Emergency Preparedness

Public Health Emergency Preparedness is a major part of the Board's responsibilities, working alongside the Fire Department, the Police Department and DPW to be prepared

for emergency situations which have a health-related component. There were a number of related activities in 2019:

- The Board of Health is host to Massachusetts Department of Public Health regional assets: a satellite phone for emergency communications and an AM Advisory Radio Station. The latter is housed in the Emergency Operations Center at the Fire Station. This equipment is made available if requested by other local boards of health.
 - The satellite phone capability is tested quarterly.
 - The AM Advisory Radio station is tested as well. It can be used to transmit emergency or advisory information to the public during emergency or public safety incidents. It broadcasts on AM radio channel 1670 (MHz).
- The Sterling Board of Health has a cache of pet crates and a pet-shelter set-up kit from the PHEP Coalition (Public Health Emergency Preparedness). The supplies are housed with the Sterling Fire Department and can be used when an emergency pet shelter is needed near a human shelter. Details of the cache has been shared with the Animal Control Officer and Animal Control Advisory Board.
- The Sterling public health volunteers participated in deployment call-down drills with the Wachusett Medical Reserve Corps, operated out of Hubbardston and the Worcester Regional Medical Reserve Corps out of Worcester.
- The Wachusett Medical Reserve Corp (MRC) operates out of Hubbardston and serves 17 communities in Northeast Central Massachusetts. WMRC volunteers serve a vital role by assisting their communities with ongoing public health needs. This is accomplished through community health profiles that identify needs, developing educational programs, providing screening clinics and working with the local health officials as a resource for public health initiatives that they may target as important to their specific community. The role of the healthcare community in disaster preparation is to identify resources applicable to physical, social and psychological effects of a disaster, to identify population groups that are at the greatest risk during a disaster, to provide disaster education in advance of the event, and to take responsibility for the health of the community following a disaster. Part of our role in disaster planning is to support community disaster planning, assist in determining community health hazards, and assist to determine existing measures and resources that aid and reduce the impact of a given hazard. We are not the planners, we are a resource for the planners with volunteers who have been screened for skills and credentialed per MRC guidelines.

Health professionals (current, retired, or otherwise employed) and others with backgrounds such as clerical, childcare, legal, clergy, are invited to join our MRC to use their skills in many areas such as Clinical Medical Services, Counseling/Social Services, Education, Food and Board Services, Financial Assistance, Administration, Advisory Boards, and as a Legal Consultants to help the organization to grow and shape its future to meet the needs of the communities of north Worcester County.

- Some staff, board members, and volunteers participated in the following events, trainings and exercises:
 - Participate in monthly meetings of the Public Health Emergency Preparedness Coalition Steering Committee and serve on ad hoc committees.
 - Participant in organizational meetings of Wachusett Medical Reserve Corps
 - Participated in the following courses: "Operationalizing Emergency Plans: Incident Command in Action (HMCC)", Incident Command System, Public Information Officer, "Emergency Dispensing Site Table Top Exercise", "Environmental Health for Responders", "Closed PODs"(HMCC), "Animal Sheltering & Animal First Aid, two-day "All Hazards Emergency Preparedness Conference" (MEMA).
- Flu shots were provided for 111 seniors/employees and public safety personnel.

Please contact the Board of Health if you wish to learn more about either the Board of Health Office or being a volunteer to assist during health-related emergencies. Call **978-422-8111 X2305**.

Sterling Board of Health

Allen Hoffman

Gary Menin

Donna Clark, Chairperson

BUILDING DEPARTMENT

Building, Electrical, Gas, and Plumbing Inspectors 2019 Annual Reports

Report of the Building Inspector

During the year of 2019, the Building Department issued 341 building permits for various projects. The Department received a sum of \$194,654.60 for building permits and annual inspections. All funds were deposited into the Town Treasury.

Sarah Culgin

Building Commissioner

Report of the Electrical Inspector

During the year of 2019, the Electrical Inspector issued 188 electrical wiring permits and received a sum of \$15,800 for the electrical permits. All funds were deposited into the Town Treasury.

J. Gary Harrington

Electrical Inspector

Report of the Gas Inspector

During the year of 2019, the Gas Inspector issued 68 gas permits and received a sum of \$5,800 for the gas permits. All funds were deposited into the Town Treasury.

Robert Janda

Gas Inspector

Report of the Plumbing Inspector

During the year of 2019, the Plumbing Inspector issued 82 plumbing permits and received a sum of \$8.150 for the plumbing permits. All funds were deposited into the Town Treasury.

Robert Janda

Plumbing Inspector



TOWN OF STERLING

CONSERVATION COMMISSION

The Sterling Conservation Commission is a seven-member municipal authority dedicated to the protection of Sterling's Wetlands and other natural resources. The Commission enforces the Massachusetts Wetland Protection Act MGL. Ch 131 s 40 as amended. The Commission processed Notices of Intent, request for determinations as well as pursued enforcement and continued its efforts on storm water regulation.

The Commission also was active with other agencies as well with members serving on the Earth Removal Board, The Open Space and Recreation Committee and the Chapter 40 B review Committee. The Commission works hand in hand with the Board of Selectmen, the Planning Board and the Zoning Board of Appeals. The Commission is also working with the Town Planner and Planning Board in regulation review.

The Commission's office agent also conducted site inspections for building permit applications and compliance inspections for existing conservation permits and is participating in a review committee revising the earth removal board by-law.

The Conservation Commission, in 2019, continues its planning for the implementation of a trails system to promote the use of the land in a manner consistent with the goals of open space and recreation and is pursuing further funding for a second phase of trails work in the Swett Hill/Hall Ave area.

The Commission has completed forest stewardship planning with the goal of managing conservation-controlled forest land for ecosystem health, promotion of bird and wildlife habitat and examination as a sustainable source of some revenue via Timber harvesting. Planning and bidding for lumber management at the Commission property at the Percival property implemented during calendar year 2019. This has been facilitated by the retention of Gary Gouldrup, certified forester to aid the commission in planning and bidding. The Commission is currently implementing for 2020 harvesting in the Park Street and Hall Ave conservation areas. The Park Street area was severely damaged during the ice storm of 2008 and the harvesting will also result in clean-up of storm damage and re-establishment and enhancement of the trail network.

The Commission also welcomes new members Brianna Smith and Connor Emsley. They took the place of long-standing members David Mosley and Joe Curtin. Joe and David will be missed and we wish them well! The Commission also welcomed 2 new associate members, Christopher O'Neill and Kyle Shelton.

Respectfully Submitted By: Barbara Roberti, Michael Pineo, Sue Valentine, Steve Pavlowich, Scott Michalak, Brianna Smith, Connor Emsley. Associates Christopher O' Neill and Kyle Shelton (appointed Feb., 2020). Matthew S. Marro as Agent

COUNCIL ON AGING



The mission of the Council on Aging is to maintain the health and well-being of the Sterling seniors and to assist them with preserving their independence. We achieve our mission by providing a variety of programs, services and support available to over 2300 residents over the age of 60, their families and their caretakers. Additionally, the Senior Center serves to support residents of any age with disabilities or with social support needs.

We are pleased to report that growth in participation at the Senior Center continued through 2019. 1223 members engaged in events, volunteer opportunities or services. On any given day, the Center hosts an average of 100 seniors, marking a 20% increase over 2018.

Our group of volunteers continues to grow and is a source of inspiration in our community. Our 103 volunteers logged 10,437 hours of service in the kitchen, dining room, reception, exercise and educational classes or presentations, at special events, delivering Meals on Wheels, and serving on our board and committees. They are key partners in making our Center a successful community resource. Largely due to the strength and stability of our volunteer force, in 2019 the Center continued its successful home-cooked congregate lunch program and served more than 6360 meals, a 32% increase over the program's inaugural year.

The COA Board provides policy guidance and assistance with goal achievement. In 2019 the Senior Center developed our five-year Strategic Plan to include the seven goals of being service-focused, community-focused, inclusive, informative, collaborative, affordable, and sustainable. In addition, the working committees, including program/marketing, evening dinner and art, worked collaboratively to provide and promote diversified quality programming.

The Senior Center partnered with the Recreation Department to create the Age and Dementia Friendly (ADF) Sterling Initiative. With support from public safety, the library, area businesses and Sterling residents, this workgroup is committed to helping Sterling be a great place to grow up and grow old. In December of 2019, Sterling was accepted into the AARP network of Age Friendly communities.

The following is a brief description of key programming offered in 2019.

Exercise: Chair Yoga, Strengthening Yoga, Chair Pilates, Mat Pilates, Tai Chi, Senior Cardiovascular Fitness, Line Dancing, Zumba, Senior Strong, Going Steady Balance Class, Pickleball, and Walking Club.

Health Promotion: Blood Pressure Clinics by Sterling EMT, Elder Keep Well Clinics by VNA, Flu Clinic, Foot Care Clinics, SHINE Counseling, Durable Medical Equipment loans, Movement as Medicine series, Parkinson's, Multiple Sclerosis and Caregivers Support Groups. Meditation programs are sponsored by the Library.

Nutritional Support: Meals on Wheels, Breakfast Options, Congregate Lunches, Special Event Fare, Evening Dinners, assistance with applications and access to food pantries and the Supplemental Nutrition Assistance Program.

Recreational and Socialization Programs: Bingo, Wii Bowling, Game Day, Coloring, Mahjong, Cribbage, Pitch, Bridge, Singing Group, Knitting and Crocheting, Armchair Travel, Free Wifi, Pool and the Dull Men's Club.

Educational Programs: Book Club, Library, Computer Classes, Ukulele Club, Art Classes, Art Display, Photography Classes, Quarterly "Lunch and Learn" for Staff and Volunteers, and Inter-Generational Programming.

Outreach Services: Home Visits including Outreach Initiative to seniors over the age of 80, Office Consultations to provide Application Assistance, Advocacy, Case Management, Crisis Intervention, Family Support, Links to Programs and Services, Well-Being Checks and Assessments, Friendly Visiting Program.

Transportation: COA/ MART Accessible Vans operate daily Monday through Friday. Services provided to seniors or residents with disabilities include rides to the senior center, grocery stores, pharmacies, doctor appointments, physical therapy appointments, social engagements and more. 4900 rides were provided in 2019, a 29% increase over 2018. Van drivers' salaries are reimbursed to the Town of Sterling

through MART. The generous donation of an electric car has supported the Meals on Wheels program, and 2020 will see its use as supplemental to the transportation program with the introduction of volunteer drivers.

Newsletter: 12-page monthly color publication of events, topics of interest and resource information is mailed to 1868 senior households and is also available online at www.sterling-ma.gov/seniorcenter. Newsletter is largely funded by advertisements and a grant from the Executive Office of Elder Affairs.

Supplemental Programming: Veteran Service Office hours; Programming with Community Resources such as Fire, Police, SMLD, Sheriff's Department, Executive Office of Elder Affairs; Special Event Programming.



The Council on Aging would like to thank the Friends of Sterling Seniors, FOSS, for their fundraising efforts and generous financial assistance. Total expenditures for FY 2019 was \$22,897. Breakfast options, coffee bar, theme lunches, programming, quarterly Lunch and Learns, building furnishings and more were supported by FOSS. FOSS also sponsors the very popular monthly pancake breakfasts.

Seniors, their caregivers and families are encouraged to take advantage of the programs and services offered at the Senior Center. Telephone consultations and home visits are available. We are committed to being a volunteer driven organization, so consider joining our volunteer team. Whether you are a participant, a volunteer or both, we welcome you into our Senior Center community.

Respectfully submitted,

Veronica Buckley
Senior Center Director



STERLING CULTURAL COUNCIL

The Sterling Cultural Council (SCC) is the local extension of the Massachusetts Cultural Council (MCC) and is responsible for administering grants to fund cultural activities that benefit Sterling and local residents. The SCC is comprised of 6 members; appointed by the Select Board of Sterling. In the past the majority of the Council's responsibilities were accomplished between December and January. The Sterling Cultural Council meets and operates within the guidelines of the established by the Massachusetts Cultural Council.

For the year 2020, we have received 14 Grant Applications; although the funding from the State is \$5,800 and the Town of Sterling contribution is \$3,550, it does not meet the need for full funding of the programs. We were able to support the Sterling requests, but not all that were requested from our funds.

We received applications from: The Conant Public Library, Sterling Senior Center, Sterling Recreation Department, Sterling Community Theater, F. G. Houghton Elementary School.... All of these organizations provide Sterling residents, of all ages, with the opportunity to experience the arts; music, theater, lectures, art exhibits, etc. In addition to these organizations, we have also received applications from other towns that may benefit Sterling residents as well as surrounding towns.

This year it is our intention to add additional events to further boost the interest in the Arts in our community.

Respectfully submitted: Rosanne Mapp, Chair; Diane Ulmer-Pedersen, Secretary; Peg Spaulding, Treasurer; Richard Maki, member; Beth Stephenson, Member; Sarah Jordan, member.

DEPARTMENT OF PUBLIC WORKS

We herewith submit our 2019 annual report of the Department of Public Works.

HIGHWAY – Town vehicle repairs, roadside cleanups, patching, sweeping, brush cutting, drainage maintenance, plowing and sanding was performed during the year as our budget allowed. If you know of a particularly serious maintenance situation, please call the Department of Public Works at (978) 422-6767.

CEMETERIES - There were 19 new lots sold and 32 burials in 2019. Normal maintenance as required was performed during the year. Three new roads were paved. Brush and dangerous tree removal was started.

PARKS – All athletic fields were maintained and put to full use by many young people as well as many adults.

We would also like people to know that there is a permanent basketball court and volleyball court at Sholan Park. You must bring your own basketball and volleyballs to use these facilities.

STICKERS FOR SHOLAN PARK – Any resident wishing to use this facility **must** stop by the Recreation Department and pick up a sticker or permit. They will only be available at the Recreation Department during their hours of operation. You will need your car registration and if you have a leased car, proof of residency.

SANITATION – Trash collection went well, with few complaints. We are currently picking up trash at well over 600 households each Monday, Tuesday, Wednesday, Thursday, and Friday. A reminder to the residents, if your pick up day falls on a holiday or is cancelled due to a snow storm, all pick ups will be delayed by one day. **Please refer to your trash and recycling information brochure mailed to your residence for the holiday schedule.** If you have any problems with your pickup please contact Casella Waste System at 1-888-532-2735.

RECYCLING - The drop-off recycling center at The Department of Public Works closed permanently July 1, 2015. Residents are encouraged to utilize the Wachusett Watershed Regional Recycle Center listed below.

RECYCLING –Wachusett Watershed Regional Recycle Center – Location is 131 Raymond Huntington Highway, West Boylston, MA. P.O. Box 593, Holden, MA 01520
For hours/days of operation please refer to Wachusettearthday.org site or call 978-464-2854.

On July 1, 1999, we began a curbside recycling program. It has been moderately successful. We strongly encourage all residents to utilize this service because doing so saves the Town a significant amount of money in tipping fees.

If you have any questions on recycling, stop by or contact the Department of Public Works Office at

(978) 422-6767 Monday through Friday from 7:00 a.m. to 3:30 p.m.

WATER: Total Water Sales: \$ 1,007,790.97
 Hydrant Rental: \$ 26,675.00

There were 16 new services added this year making a total of 2434 customers who are presently being served.

TREES – Normal maintenance was performed during the year, taking down dead or dying trees and trimming as our budget allowed. If you have a roadside tree that may need attention, please let us know. Significant trimming and removal on Route 140 was done during closure.

In closing, we would like to thank the men and woman of this department for their efforts towards making the town a safer and better place to live.

Chairman - Lawrence Favreau, Vice Chairman - Gregg Aubin, Clerk - Deane Day

Paul Lyons, Superintendent

STERLING ECONOMIC DEVELOPMENT COMMITTEE

The Economic Development Committee was formed in 2012. The intent was to have a Committee of seven, work intimately with existing local businesses including commercial, industrial and agricultural.

In the last few years the Committee has extended it's mission and looks to attract new businesses as well as retain those in existence. Outreach to existing businesses has been done in order to see what works for them in Sterling's business environment. The results were positive as to our Town's offerings, particularly the attractiveness of our Municipal Light Department and its rates.

We found, surprisingly, that what we thought may be a drawback with regards to 'no town wide septic availability', was not necessarily a detriment to establishing business in Sterling, other than in the Town Center.

We did find, through studies and work with our local regional planning, that our zoning was a bit dysfunctional. This year, in conjunction with our Town Planner, Building Department and Zoning Board, we sought to begin rectifying sections of the zoning bylaws. Voters agreed when they approved some changes to our Downtown Corridor zoning at our 2019 Annual Town Meeting.

As a Committee, we continue working with the said Boards and Town Planner to bring our Industrial Zoning to a successful conclusion. In particular we are looking to accurately define the aquifer in the Route 12, Chocksett and Pratts Junction Rd area. Not having this aquifer more appropriately defined has limited attracting business to what we deem our premier Industrial Area.

In an effort to energize our business community, the EDC sponsored and promoted several initiatives:

- ◆ Hosted business forums where round table discussions were held. Town Staff were available to answer questions and to encourage input on 'how to do better'.
- ◆ Supported the formation of a Sterling Business Association with hopes that the business community itself would be attuned to the value of networking locally.
- ◆ Organized a 'Celebrate Sterling' which involved businesses large and small, community organizations and craftsman. They were gathered throughout the center and beyond to promote their endeavors. The event was well attended and allowed all to see the variety in services that exist right here in Sterling.
- ◆ Advocated and approved a brochure highlighting 'Why Sterling?' to be given to Chambers, Real Estate offices, libraries etc.

The Committee believes the ambiance and appearance of the Town itself is important when attracting, not just business, but the families those businesses may bring as well. To that end we involved ourselves in several potential community enhancements.

- ◆ Downtown Revitalization Plans were pulled off the shelves, revisited, tweaked and are ready for funding in the near future.
- ◆ 'Sterling Clean up Day' was an opportunity for all to show their pride in the Town. Trash bags, gloves, signage and maps were provided to all that would aid and abet in the effort.
- ◆ Beach Beautification at Sholan Park is in the works. We found that correcting the drainage at the Park was the first order of business. The Conservation Committee is working on those designs. When complete we can move forward with rehabilitation of this gem with grant monies from the State.
- ◆ When speaking of 'beautification' we would be remiss if we didn't highlight some of our blights. As a Committee we gathered a list of abandoned, dilapidated properties and encouraged our Zoning Enforcement Officer to seek remedies. There was some success but more work needs to be done.

When this EDC initially got together it was notable that we were lacking in some arenas. A Town Planner was #1 on our list of things to advocate for and work with. Hence the Planner was hired and certainly has aided us in moving forward. Number 2 on our list was a Master Plan. We felt it was imperative to have a road map to our future. Our existing plan was better than 50 years old!!! Because of its importance, the EDC has several of its members working on this endeavor. Our representatives are working on chapters that involve economic development as well as transportation. It is apparent that each of the nine chapters of this Master Plan overlap at many junctures.

It is the Economic Committees plan to keep Sterling moving forward. The Town's support is, and has been, most appreciated.

Respectfully submitted:

Jim Patacchiola chairman
Michael Pineo vice chair
Keith Cordial treasurer

Richard Maki member
Paul Cathcart member
Maureen Cranson BOS Rep

STERLING FAIR COMMITTEE

The 2019 Sterling Fair, now in its 38th year, set another all-time attendance record attracting more than 42,000 enthusiastic fairgoers. The weather was nearly perfect for all three days. The Fair continues to be a public relations success for our town, having been voted Worcester Magazine's 'Signature Event' for Sterling.

We are proud to announce that we have once again accomplished our main goal of keeping The Sterling Fair free and self-supporting while continuing to be completely volunteer run. There was no admission charge or parking fee, giving the Sterling Fair the distinction of being one of the largest free fairs in the United States.

The Sterling Fair Committee was very excited to achieve two other important goals for 2019, which were bringing back the arts and crafts portion of our Exhibit Hall and our Portuguese Booth. Both attractions have been long-time fair goer's favorites, and the reaction to their returns was overwhelmingly positive.

The Sterling Fair again exceeded expectations for farm animals and 4H project entries. A major goal of the Sterling Fair is to preserve the agricultural heritage of the Town of Sterling. Hundreds of cash premiums and thousands of ribbons were awarded in the fields of horse and oxen pulls, tractor pulls, cattle, and poultry. The exhibit hall was filled with field crops, flowers, vegetables, eggs, honey, fruit, baked goods, and canned goods.

Attendees also enjoyed engine shows, horse & oxen pulls, tractor pulls, the farmers market, craft tents, helicopter rides, kiddie tractor pulls, frog jumping contests, women's skillet toss, and a variety of entertainment including live bands, singers and performers. Much gratitude again to Ed Perkins for displaying his majestic Belgian Draft Horses and the Clinton High School Band who led them in parade on Saturday afternoon. The midway was crowded from morning till night with everyone enjoying the food, games and rides. The spectacular fireworks display on Friday night was thoroughly enjoyed by all.

The Sterling Fair Committee owes a tremendous debt of gratitude to the many individuals, volunteers, companies, businesses, town boards, and town departments who contributed their time, talents, and materials, towards a safe, organized, and fun filled fair. Special thank-you's go out to Jim Simpson Sr. & Jr., and the Ciborowski family for their very generous contributions, which provide the fairgrounds and make the Fair possible.

While we celebrated much success in 2019, we had some concerns. First, we lost long time Fair Committee member Ray Rugg Sr., to which the 2019 fair was dedicated. Also, we have three main goals for the fair to continue in 2020 and beyond:

1. Committee Chair volunteers - We desperately need volunteers for several segments of our committee, especially Livestock. We have several current Committee Chairs that would like to train new folks to take over for them.
2. Parking – we lost our two major parking volunteer groups on Sunday of the fair. We will be actively looking for community group(s) to run our parking on from morning to late afternoon on Saturday 9/12/20 and Sunday 9/13/20
3. Permanent home – As we are ever grateful to the Ciborowski and Simpson families for letting us use their land and facilities, our goal is to have a permanent home for the fair.

Please join us September 11th, 12th, & 13th, 2020 for our next fun filled weekend at the Sterling Fair. Hall entries will be accepted on Thursday, September 10th, from 5 pm to 8 pm. Most entries and all information will be on our website at www.sterlingfair.org

Respectfully submitted

Doug Downey, Chairman

STERLING FIRE DEPARTMENT & FIRE DEPARTMENT AMBULANCE STERLING EMERGENCY MANAGEMENT AGENCY

I am pleased to submit the annual report for the Sterling Fire Department and Sterling Emergency Management Agency for calendar year 2019.

The Department

The Sterling Fire Department is a combination department with both fulltime and on-call personnel. Currently the department has seven fulltime personnel including the fire chief, an administrative assistant who manages the office, ambulance billing, incident reporting and schedules inspections, a fire prevention and code enforcement lieutenant who works weekdays, and four firefighter / paramedics who work alternating 24-hour shifts. In addition to our fulltime staff, there are thirty-two on-call and per-diem personnel that provide response to the community throughout the year based on their availability with job, school and family commitments. We operate out of a single fire station built in 2005, located in the center of town. Our response apparatus includes; two command vehicles, two engines, one aerial ladder, one rescue, two advanced life support ambulances, three forestry trucks, a boat, and two support trailers for hazardous materials and emergency management response. In addition, we host a regional mass casualty trailer and a regional off-road response vehicle. We also have members that respond as part of the Fire District Regional Dive Team and Technical Rescue Response Team. Sterling is a member of Mutual Aid Fire District 8 which encompasses 33 cities and towns within Central Massachusetts.

Mission Statement

The Sterling Fire Department is committed to providing the highest level of public safety services for our community. We protect lives and property of our residents and visitors through fire suppression, emergency medical response, disaster management, fire prevention and public education.

Vision Statement

Deliver a quality, high level service to our customers. Promote the personal and professional growth of our members. Minimize the impact of loss through our prevention efforts including; inspections, code enforcement and pre-fire planning. Provide public safety education to our community and promote the health and safety of our citizens. Work seamlessly with our public safety partners.

Emergency and Service Calls

Fire Department personnel responded to a total of 1,486 incidents (*calls for service*) in calendar year 2019. This was an increase of 155 incidents compared to 2018. Of this, 821 incidents were medical emergencies (ambulance only), 103 incidents were combined fire and ambulance calls, and 562 incidents were fire/service-related incidents. The department responds to a variety of incidents including; medical emergencies, alarm investigations, brush fires, carbon monoxide investigations, motor vehicle accidents, chimney fires, structure fires, mutual-aid and service calls including house and vehicle lock-outs. Significant responses for the year included house fires on Chace Hill Road and Clemence Ave. Our department responds mutual aid to our bordering communities, and we are fortunate to have received mutual aid from these same communities for these fires, as well as other incidents as needed.

In addition to incident response, there are many hours spent conducting training. Fire department personnel train on the first, second and third Wednesday's of the month. In addition, additional training drills are scheduled on weeknights and weekends throughout the year and does not include the special skills training that our dive and tech rescue team members participate in, including a daylong structural collapse training drill in October.

Department personnel provide Fire and EMT details that support emergency response including; sporting event coverage like Pop Warner Youth Football, firework shows and other special event detail coverage, including the primary safety response for the annual Sterling Fair. Personnel also provide coverage throughout the year for weather events, such as snow storms, thunderstorms, and other severe weather threats.

Permits and Inspections

The Fire Department Inspection and Code Enforcement Bureau is headed by Lieutenant Thomas Kokernak. The Fire Department issued 893 permits in 2019 and performed numerous on-site inspections. Inspection types include; smoke and carbon monoxide detectors, oil burners, oil tanks, LP gas tanks, tank removals, blasting, and fire suppression systems with many of them requiring a minimum of one site visit to confirm that the work has been done properly and installed per fire and life safety codes, and to verify the equipment operates safely. In addition to daily permit inspections, annual inspections are conducted at commercial and industrial sites as well as annual liquor license inspections completed in conjunction with the building inspector.

Any questions regarding permits, fees, or for scheduling an inspection call the fire department business line or access the information on-line via our website.

Fire Prevention and Public Safety Education

Fire prevention and public safety education continues to be a large priority of the department. In 2019, these efforts were coordinated by Firefighter Charlie Baker and Firefighter Fil Santos who conduct most of these programs in the grammar school. Several members of the department also assist with delivering fire safety programs at different venues throughout the year. The department conducts several educational programs supported by the S.A.F.E. (**S**tudent **A**wareness of **F**ire **E**ducation) program. In addition to the educational programs conducted in the elementary and pre-schools the department also provides station tours, site visits, Public Safety Weekend at Davis' Farmland, and other public safety events as requested.

Community Service Activities

Department members and volunteers from our C.E.R.T. (Community Emergency Response Team) assisted with medical standby and rehabilitation for road races, the Berkshire to Boston Bike Ride, and other community and civil functions. Fire extinguisher training was also provided to several local businesses. Several members of the department are certified to teach Community C.P.R. and First Aid and over a dozen programs were offered in 2019 including to several civic organizations.

Smoke & Carbon Monoxide Detectors

The largest percentage of fire deaths in the home occurs at night while people are asleep. Therefore, a working smoke alarm can provide an early warning that can make the difference between life and death. A smoke alarm should be part of an overall home fire safety strategy that also includes preventing fires by adopting fire safe behavior and developing and practicing a home fire escape plan. In a fire, escape time may be very limited. Therefore, escape plans are a critical aspect of a home fire safety strategy. Carbon monoxide (CO) alarms have been required since March of 2006. What is Carbon Monoxide (CO)? **Carbon Monoxide** is a colorless, odorless and tasteless poison gas that can be fatal. **CO** can be produced when burning fuels such as gasoline, propane, natural gas, oil or wood. **CO** is the product of incomplete combustion. If you have fire, you have **CO**. A **carbon monoxide detector** is a device that detects the presence of the **carbon monoxide (CO)** gas to prevent **carbon monoxide** poisoning. Special consideration should be given to the fact that smoke detectors and carbon

monoxide detectors do have effective lives to them – like a car battery. It is recommended that a smoke detector be replaced every ten years and a carbon monoxide detector every five to seven years. Requirements for replacing your detectors can be found on our website or more information can be obtained by calling the fire station.

In 2019 Firefighter Fil Santos spearheaded a campaign, working in conjunction with the American Red Cross and the Senior Center to install smoke and CO detectors in over 40 homes in the Town of Sterling. This program was sponsored by the Red Cross and they aided with working with fire department members in getting these devices installed. The program continues to be available to those who need battery powered detectors in their homes.

Here's some things you need to know to stay safe in your home:

- A closed door may slow the spread of smoke, heat and fire. Install smoke alarms in every sleeping room and outside each separate sleeping area. Install alarms on every level of the home
- Smoke alarms should be interconnected so when one sounds, they all sound
- Test your smoke alarms at least once a month. Press the test button to be sure the alarm is working
- Today's smoke alarms will be more technologically advanced to respond to a multitude of fire conditions, yet mitigate false alarms
- When a smoke alarm sounds, get outside and stay outside, have a common meeting place that all family members know about
- If you do not currently have a working smoke or carbon monoxide detector in your home and would like information on obtaining or installing them in your home, please contact the fire department.

Emergency Management

Emergency Management continues to play a vital role in town, especially with the continued challenges of weather-related and Homeland Security events. Often times our emergency management functions are activated as a result of severe weather. Whether it is sandbagging operations to divert water or preparing shelter activations due to impending major storms, Sterling's Emergency Management is the liaison to the State and Federal agencies that provide assistance to our community.

One of our most active missions within emergency management is that of our Community Emergency Response Team (CERT). The CERT Program, managed and coordinated by Assistant Emergency Management Director Jim Emerton, educates people about disaster preparedness for hazards that may impact our area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. Using the training learned in the classroom and through conducting exercises, CERT members can assist others following an event when professional responders are not immediately available to help. CERT members consist of a group of volunteer citizens including; students, teachers, retirees, ex-military, engineers, and business professionals. The team trains on a regional level along with volunteers from Boylston, Holden, and West Boylston.

In addition to a regional CERT team, Sterling continues to be part of a Regional Emergency Planning Committee (REPC) along with Boylston, Holden, and West Boylston. The South Wachusett Regional Emergency Planning Committee has representation from all four communities and represents the major disciplines of emergency planning working closely with M.E.M.A. (Massachusetts Emergency Management Agency) regarding hazard mitigation.

Social Media Notifications



To keep our citizens informed, the fire department issues posts of department training, incident response, and important information notifications through social media utilizing Facebook, Twitter and Instagram. It is important to us that the citizens we serve see the things that we do.

Fire Department Website



www.sterlingfd.net

The Fire Department website is administered by Lieutenant Thomas Kokernak. The website is linked to seven sources of real time information. Reverse 911 messages from the CodeRED system, the fire department call activities from their in-house dispatch

server, alert feeds from the National Weather Service, and other relevant news feeds are updated on the site as they happen. There is an option on the website to listen to the SFD radio system live, as if you were listening to a streaming internet radio station.

Please feel free to visit our website to learn more about the Sterling Fire Department, our history, our equipment or as a reference to fire codes and regulations. There is also a photo link, which has pictures of incidents and trainings that we participate in throughout the year. This link is maintained by our dedicated photographer Tina Gianos. Next time you are in the station, check out some of her photo's that hang on the walls throughout the building.



Since 2012, the Town of Sterling has contracted with Emergency Communications Network (now OnSolve) to deliver Emergency Notification Messages (previously known as *Reverse 911*) through the CodeRED high-speed notification solution. The CodeRED system provides town officials the ability to quickly deliver messages to specific targeted areas or the entire town. If your phone number is not in the database, you will not be called. One of the reasons the CodeRED system was selected is it gives individuals and businesses the ability to add their own phone numbers directly into the system's database.

If you have not already done so, you can access the CodeRED Database to sign up by clicking the link on the Town of Sterling or Sterling Fire Department websites and follow the link to the "CodeRED Community Notification Enrollment" page.

Be Ready



Plan to protect yourself and your family. Your family may not be together when a disaster strikes so it is important to plan: how you will get to a safe place; how you will contact one another; how you will reunite with each other; and what you will do in different situations. For additional reference on personal and family preparedness you can log in to www.ready.gov.

Closing Narrative

In closing, I would like to thank the members of the Sterling Fire Department for their continued commitment and dedication to the department and the community. We are

fortunate that our firefighters, EMT's and Paramedics are committed to providing dedicated service to our community and are well-trained and outstanding at what they do. The citizens of Sterling should be proud of our dedicated responders.

We are lucky to have strong and valuable working relationships with all the public safety departments in town and as a result work seamlessly at major incidents that occur. Several times throughout the year, incidents will require several of the public safety departments to work in a coordinated manner to resolve the issue at hand.

On behalf of the entire department, I would like to thank the residents of Sterling for their continued support of the fire department and its mission. Because of your support, we're able to maintain the apparatus and equipment that is vital to our emergency response.

We continue to maintain a strong on-call firefighting and E.M.T. force that is well trained and ready to respond to your needs. To continue do this effectively, we need people who are willing to join the department and be trained as on-call personnel. Our success is based on the dedication and commitment of our call members who respond to incidents over and above their fulltime jobs and family commitments. Many of our call members have moved on to become fulltime firefighter's, emergency medical technicians and paramedics. This is a true testament to the dedication and training of our members.

The public is always welcome to stop by the fire station to visit. The Sterling Fire Department is located at 5 Main Street in the center of town. The station is staffed 24-hours a day and general business hours are from 8:00AM to 4:00PM Monday through Friday's.

Wishing everyone a safe and healthy 2020!

Respectfully submitted,

David C. Hurlbut, Jr.

Fire Chief / Emergency Management Director

STERLING HISTORICAL COMMISSION

We believe that the people of Sterling are committed to increased and strengthened conservation of our towns place in American history. We have seen this by the town voting to preserve the 1835 Sterling Town Hall and allocation of funds for the preservation of cemeteries. Surveys done by the open space planning committee and the master plan of Sterling indicate the importance of the cultural resources of Sterling.

- In collaboration with Boy Scout troop 169 the Commission published a video of the progress by Eagle Scout Troop 189 restoration of the Legg cemetery. The cemetery is located at the intersection of Boutelle Rd with Rte. 140. The restoration project up righted over 70 stones and restored metal gates, and removed brush growing in headstones and encroaching on cemetery edge. More work in conjunction with the DPW is needed to remove dead trees. Continued restoration of headstones needs to take place.
- The restoration of the West Sterling Schoolhouse is still under discussion. Dead trees will have to be removed from the edge of this property to protect the schoolhouse.
- Our commission member, Lindsey Van Gieson, increased our internet footprint by listing the Commission on Instagram. Development of social media will provide preservation information to the public.
- Working with the town clerk's office, copying of historical town records was begun.
- The bulk of our efforts are directed towards the Commissions input for the Sterling Master Plan. Main considerations for the Master Plan include:
 - o Increased preservation of Sterling's cultural and physical resources
 - o Increased preservation of Sterling's Agricultural history and future
 - o Utilization of existing town bylaws to increase preservation: Scenic Roads and Byways, formation of town agricultural districts.
 - o Updating town historical inventories with the goal of increased planning and funding for preservation
 - o Adoption of Community Preservation Act for funding of the above projects.

We thank the public, the DPW, and the town administration for cooperative help in helping to preserve Sterling's place in history.



ANNUAL REPORT

Mission

The Conant Free Public Library provides residents with broad access to library materials for enrichment and enjoyment in an environment that is welcoming to everyone. The library offers space and opportunities for people to gather and connect, knowledgeable and friendly staff to help, and the tools to grow and thrive in an increasingly digital world.

Governance

The citizens of Sterling elect a 6-member board of trustees to govern the town free public library, as outlined in Massachusetts General Law. Two members are elected each year in rotation. The trustees meet the second Monday of every month and welcome everyone to attend.

In May, Marion Mahar and Karen Leclerc were elected to the board. At their June meeting, the board elected Marion Mahar chairman, and Sara Petullo secretary.

Services

The town library is open 45 hours a week – Monday through Thursday from 10 a.m. to 8 p.m. On Saturday the library is open from 10 a.m. to 3 p.m.

From July 1st to Labor Day, the library is open from 10 a.m. to 1 p.m. on Saturday. We are located at 4 Meetinghouse Hill Road in the center of Sterling.

In addition to books in print form, the library provides recorded books, popular movies and full-season TV series, and high-speed Internet (direct and wireless) - all at no charge. The library also offers copy, fax, and printing services to the public for a small donation and scanning at no fee. A "Hot Spot" where people can send documents wirelessly to the printer from a computer or hand-held device is also available to the public.

Our website, [**www.sterlinglibrary.org**](http://www.sterlinglibrary.org), offers online access to library services at any time. Patrons can order or renew books and movies, and download e-books, e-audiobooks, magazines and videos.

In response to information generated through the library's 2014 long-range planning process, the library continues to add programming for both children and adults and is providing more information to the community on all the free services offered by the library.

The staff will also assist members of the public in using new technologies.

Working with Nickole Boardman, outreach coordinator at the Council on Aging, the library provides books and movies to Sterling seniors who are homebound.

Annual Benchmarks

Library Cards At year-end, Sterling had 4,861 active library cardholders – more than 62% of the town.

Programs The library held 168 programs for children and young adults with a total attendance of 2,131. Children's programming included weekly story hours, music circles and a Lego club as well as weekly crafts, half-day school and week-long vacation programs, book clubs for picture book fans, middle schoolers, and parents, and a summer Escape Room program. In addition, the annual Summer Reading Program was our largest ever with 408 participants.

In 2019, youth services added Mobile Mini Golf, a nine-hole mini-golf course set up inside the library.

Working with the Sterling Recreation Department, the library again placed a Little Free Library, a reproduction of the original 1885 library, at the Town Beach so that families would have something to read while they enjoyed the sun. The 100 Books of Summer program ran again with the backing of the Kiwanis Club of Worcester. Youth services also created a Middle School area on the second floor of the library for youth in grades 5-8.

The library ran 165 programs for adults, with a total attendance of 2,271. Adult programs include a day and evening book club, a day and evening knitting group, a weekly meditation group, a Cookbook Club, and a Coloring Club for adults. There were also speakers, a music concert, author talks, and nature programs. Residents Kate Blehar and Meredith Tufts managed the annual Project Linus blanket-making event. The library's meditation program, run by local resident, Cindy Popp-Hager, became so popular it outgrew the space and is hosted at the Sterling Senior

Center, where it continues to grow. The library also held a pastel art class, hosted Scottish folk band North Sea Gas, and offered a Make a Meal in 15 Minutes program.

In addition, in 2019, the library began summer reading with a kick-off program, Circus Minimus, funded by the Friends of the Library. The Friends raise funds for children's services each year at their November Craft Fair held at the First Church Hall in Sterling. Our Friends group provides the books awarded at the end of the program to all the participants and gift cards for the raffle.

The Friends of the Library also provide most of the discounted passes offered at the library and have contributed thousands of dollars to add popular downloadable books and audiobooks, fund equipment purchases and other programming.

Circulation A total of 88,527 items circulated to the public, and library users downloaded 9,043 E-books in print or audio for a total of 97,570 items. In 2019, the library was visited 46,957 times. Our consortium of 147 libraries, CW MARS, reported that over 1 million electronic materials circulated in 2019.

The Library Trustees, through a generous bequest from Mr. Charles Allen, funded repainting the interior of the library, replacing some flooring, and new furnishings to respond to changing usage. The Sterling Capital Fund supplied \$30,000 to replace carpeting.

Respectfully Submitted,

The Board of Trustees of the Conant Free Public Library

Marion Mahar, Chairman
Sara Petullo, Secretary
Albert J. Carlin

Michael Glavin
Matthew Scannell
Karen Leclerc

Patricia Campbell, Library Director
Alex Grebinar, Assistant Director

MASTER PLAN COMMITTEE

In June of 2017 Sterling partnered with the Commonwealth of Massachusetts and signed our Community Compact agreement. With this signing came a \$25,000 grant that was earmarked for updating Sterling's almost 60 year old Master Plan. Better than forty citizens 'stepped up and stepped in' to begin the journey of developing a road map for Sterling's future.

A vision statement was created:

"Sterling is a community that values its natural beauty, agricultural history and 'can do spirit'. We envision a sustainable future that protects our Town legacy, purposefully promotes growth and development and encourages community engagement to enhance the quality of life for residents of all ages and abilities."

To coordinate this effort Sterling hired a consultant to guide the way. Judi Barrett of Barrett Planning Group had experience developing and updating Master Plans throughout Massachusetts. The group worked with Judi for a year. She outlined information on the nine chapters which would constitute a Master Plan for Sterling.

In June of 2019 a formal Master Plan Committee was appointed by the Board of Selectmen. The Committee consists of members of various boards as well as individuals interested in moving forward.

Leads for each chapter were chosen as well as a Chairman, Vice Chairman and Clerk. Our Town Planner continues to work closely with the group.

Each Chapter Lead sought others that are interested in their topic. Teams were formed to begin assembling information regarding their particular focus. Tasks lists and needs have been formulated.

Each Chapter representative developed their own mission statements. We recognize that all nine chapters intersect at various points and the goal will be to blend all the information in the final document. Below are seven of the chapters, the remaining two chapters, "goals & policies, and implementation" will be handled as a group or a specific team to be determined.

Chapters include:

- ♦ **Economic Development**
- ♦ **Housing**
- ♦ **Land Use**
- ♦ **Natural and Cultural Resources**
- ♦ **Services and Facilities**
- ♦ **Open Space and Recreation**
- ♦ **Transportation**

Co-Chairs

Julie Rusch
Robert Protano & Angel Grattaroti
Liz Pape & Patty Page
Rose Koven & Jim French
Robert Dumont & Blaine Bershad
Marion Larson & Chuck Plaisted
Richard Maki & Jed Lindholm

The other two chapters are Goals & Policies Statements and Implementation. The Committee will work on these as a group.

Board Representatives:

- | | |
|------------------------|---------------------------------|
| ♦ Economic Development | Keith Cordial |
| ♦ Board of Selectmen | Maureen Cranson & John Kilcoyne |
| ♦ Zoning Board | Charles Conroy |
| ♦ Planning Board | Open |

And continued support from our Town Planner, Domenica Tatasciore.

Grants continue to be sought to aid in this endeavor and recently, we received a District Local Technical Assistance (DLTA) grant from our local regional planning entity.

In lieu of monies, technical assistance for our Transportation Chapter has been identified. When writing a Master Plan, though all Chapters can be somewhat arduous, Transportation, with it's various elements, was deemed the more complicated and expensive to develop. Having this professional assistance is a vast help while moving forward.

It is anticipated that development of this fluid document will require eighteen to twenty-four months. The Master Plan Committee will be looking for the Town to fund professional writing of the final document.

When completed, it will be essential for the Town to continue updating and implementing the plan.

Having a Master Plan puts Sterling in a better position when seeking monies and grants from the State. Projects and wish lists are abundant and financial aid is always welcome so to ease the burden on the taxpayer.

It is important to note that all those involved in developing this 'map to our future' are volunteers. The Teams are always appreciative of any and all continual input from the citizenry.

Respectfully submitted:

Patty Page	Chairman
Chuck Plaisted	Vice Chairman
Liz Pape	Clerk

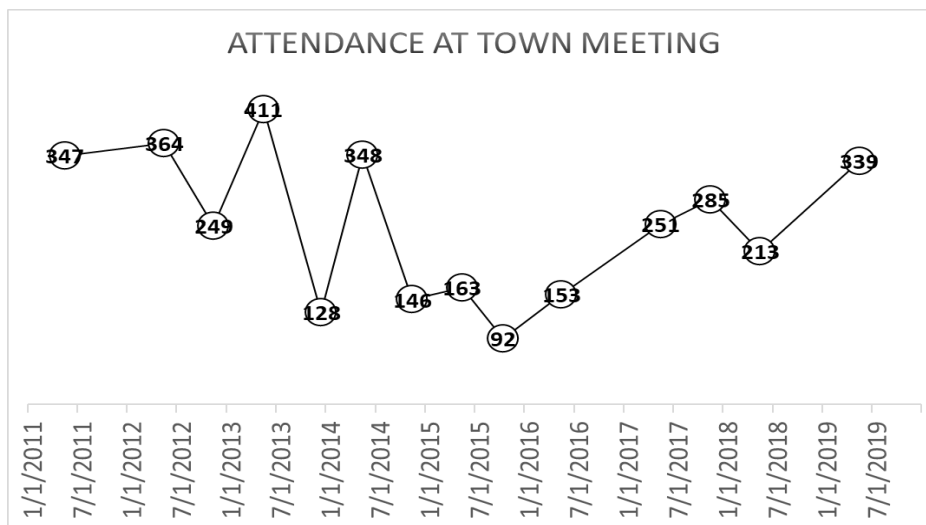
Special Thanks to Diane Pedersen for designing our Logo!



MODERATOR'S REPORT

Over the past four years, the Board of Selectmen, the Town Administrator, the Town Clerk, and I have tried to make modest improvements to the format of the Town Meeting. I believe that it has been a successful team effort.

We adopted the consent calendar for non-controversial articles, and that worked well last year. Earlier we worked to reorganize the finance and money related articles so town meeting attendees would have a clearer idea of the total budgetary impact of all requests for money. We eliminated the Special Town Meeting that was held before the Annual Town Meeting. Most importantly, I believe that we were able to streamline the



Town Meeting and complete it within a single evening, while ensuring that everyone had an opportunity to participate in the deliberations. During these past years, we have also seen a resurgence in interest and

participation in Town Meeting as shown above.

After the meeting last year, I met the Town Administrator, the Town Clerk, our constables, and the Chief of Police, and recommended that in the future the constables would be moved to the back of the room. We believe that this change will not, in any way, diminish their ability to perform their important duty at Town Meeting.

It has been my privilege, and honor to serve as your moderator for the past four years. I will be unable to serve my term to completion as I will be leaving Sterling soon. I have enjoyed the sixteen years that I have lived in Sterling very much. I will remember my time here, and especially the Town Meeting very fondly.

Thank you,
Amrith Kumar – Town Moderator

STERLING OPEN SPACE IMPLEMENTATION COMMITTEE

Current Board Structure: Peder C Pedersen, chair, Chuck Plaisted, co-chair, Jeff Keay, co-chair, Marion Larson, vice chair; Robert Protano, secretary; James Wilkinson, treasurer, Chuck Plaisted and Jeff Keay, at large.

Changes to the Committee Structure: In June 2019 Chuck Plaisted and Jeff Keay were appointed to chair the committee as Peder Pedersen retired after 7 years as chair.

Outreach: OSIC maintains "Sterling Trails", an active Facebook page, a booth at the Sterling Fair, weekly email broadcasts of informal hikes on most Saturday mornings and periodic articles in the newspapers announcing public hikes on alternate Saturday Mornings. The public hikes run from March to November.

All Sterling Trail brochures are available for download on the Town of Sterling website. (sterling-ma.gov , About Sterling, Sterling Trails.) And the Open Space & Recreation Plan update is also available on the Town of Sterling website.

Attendance at Conferences: In November Chuck Plaisted attended the "Municipal Friday" all day conference sponsored by MassTrails. Municipal Grant-writing and presentations of Exemplary Trails were discussed.

Inter-board Communication: In November Peder Pedersen and Marion Larson attended a Sterling All-Boards Meeting to listen to and describe the Committee's accomplishments and goals.

Participation in the Sterling Master Plan: Chuck Plaisted and Marion Larson serve on the Sterling Master Plan as co-chairs of the Open Space & Recreation Topic subcommittee.

OSIC Activities - Hiking Trails: New Trails under development: Waushacum Overlook to Mudgett Orchard Trail, Pegs Pond Trail, a short, 1/3 mile ADA-compliant trail from the Sterling Senior Center around Pegs Pond and back to the Senior Center.

Trailheads completed or updated: A new trailhead kiosk for the Stillwater Basin trail has been erected and the preliminary planning for the Hardscrabble Road trail kiosk has begun. The trail maps and acrylic protective covers have been replaced on several other trailhead kiosks to freshen them. Debris in the area of the Heywood Trail kiosk was removed.

New Trail Brochures: The Pine Hill Esker Trail, the Allenwood Trail Brochure. Several hundred at a time are printed for public distribution at the Sterling Fair.

Trail Clearing: Windfalls on the Pine Hill Esker Trail, and the Heywood Reservoir Trail were cleared, and encroaching brush on the Lynde Basins Trail was cutback. Cub scouts helped to clear the Butterick Trail.

OSIC Activities - Open Space & Recreation Plan 2019 Update: The Open Space & Recreation Plan 2019 Update has been submitted to the Department of Conservation Services for Approval.

Comments and suggestions were solicited from the Sterling Town Boards and then incorporated into the draft OSRP.

Conditional approval of this plan is expected in early 2020, after which Sterling will be eligible to apply for PARC & LAND grants through the Massachusetts Executive Office of Environmental Affairs, Department of Conservation Services.

OSRP update 2019 Goal accomplished: "Enhance athletic fields and other recreation facilities". In September 2019, the West Sterling Tennis & Basketball Court Reconstruction Project was completed and commissioned.

Respectfully Submitted,

Chuck Plaisted

PLANNING BOARD 2019 Annual Town Report

The Planning Board is a five (5) Member Board.

During 2019, the Planning Board held twenty meetings (20).

Public Hearings (3)

The Board held public hearings on April 10, 2019 for the following:

1. Amending the Town of Sterling Protective By-Laws relative to rezoning a portion of land on the Westerly side of Route 12, Worcester Road
2. Citizen's petition for Recreational Marijuana Establishments
3. Amending the Town of Sterling Protective By-Laws relative to Earth Removal

ANRs (Plans for which **A**pproval is **N**ot **R**equired under the Subdivision Control Law)

The Planning Board endorsed the following nine (9) ANR plans:

- Maple Street, Map 107 Lot 25
- 20 Laurelwood Road & 59-67 Meetinghouse Hill Road
- 0 Meetinghouse Hill Road
- Heywood Road
- 58 South Nelson Road
- Justice Hill Road, Lot 1
- Justice Hill Road, Lot 2 & 3
- Justice Hill Road, Lot 4
- Heywood Road & Rowley Hill, Map 43, Lot 17

Definitive Subdivisions

Redstone Heights (Chad Lane), a six lot subdivision approved in 2005, continues with its development that began in 2010 received an extension to June 1, 2020.

Site Plans

The Planning Board reviewed and approved the following six (6) site plans:

- Sterling Chocksett Trust, 44 Chocksett Road. Site Plan to construct a parking lot to accommodate approximately 102 parking spaces and associated site work.

- TSHAY, LLC, 20 Pratts Junction Road. Site Plan to construct two structures, consisting of a 7,000 square foot building and a 4,000 square foot building to be used as contractor offices and storage with associated surface parking and site work.
- Pratts Junction Road Realty Trust, Joe Day Trustee, 0 Pratts Junction Road. Site Plan to construct a 7,200 square foot building to be used as contractors garage bays with related surface parking areas.
- Sterling Municipal Light Department, 2 Leominster Road. Site Plan to construct a second story to the existing building to be used for offices, break room, and locker room.
- Cream Crock, 48-50 Worcester Road. Site Plan for retroactive approval of a concrete loading dock.
- Continental Stone, Marble and Granite, Inc., 287 Leominster Road. Site Plan to construct a 5,500 square foot office/manufacturing building.

As-Built Plans for Site Plans and Subdivisions

The Planning Board reviewed and accepted the following six (6) As-Built Plans:

- Sterling Ice Cream Bar, 167 Clinton Road (Site Plan)
- Sterling Gymnastics, 1 Industrial Drive (Site Plan)
- Sterling Real Estate Development, Inc., Cider Hill Estates (Subdivision)
- Chacharone Properties, 100 Leominster Road (Site Plan)
- Eight Points Sportsmen Club, Inc., 147 Beaman Road (Site Plan)
- Stone Ridge Development, Inc., 110 Pratts Junction Road (Site Plan)

Closing of Accounts

The Board accomplished cleaning up the books and closing out accounts on several Site Plans which in turn issued refunds to the applicants of balances in their Review Fee Accounts.

Planning Members

Patty Page joined the Board after being elected to a five-year term.

The Board would like to extend their grateful appreciation to Mike Pineo who stepped down after serving five years on the Planning Board.

Board Members Endeavors

Several Board members have given their time to various endeavors; Craig Miller serves as the Planning Board's Representative on the Earth Removal Board, David Shapiro serves as the Planning Board's Representative on the Affordable Housing Committee. Patty Page serves as the Planning Board's Representative for Montachusett Regional Planning Commission.

Board Members continue to keep abreast of changes and trends through participation in various endeavors, attendance of informational programs and educational opportunities. They are also investigating mechanisms to improve customer service.

Respectfully submitted,

Russell Philpot, Chairman

John Santoro, Vice Chairman

David Shapiro, Clerk

Patty Page, ANR Agent

Craig Miller, Member

Betty Kazan, Administrative Assistant

STERLING POLICE DEPARTMENT

In 2019 we found ourselves looking back to 1919. Specifically September 19, 2019 the 100th anniversary of the line of duty killing of Constable George E. Peeso. Officer Peeso was murdered after responding to a disturbance call at the Sterling Inn. With many of his descendants present, we honored his service to Sterling by laying a wreath at his memorial marker in memorial park at the rear of the Sterling Fire Department.

Also reminiscent of days gone by, during the Veterans Day Parade we welcomed home from deployment to Afghanistan Officer Brian Ryder a member of the United States Marine Corps Reserve. We are happy that Brian is home safe and are glad to have him back working at the police department.

There were no changes to our full-time staff in the police department or dispatch center or support staff during the year. Our low turnover rate allows us to not only maintain dedicated workers, but it allows us to offer advanced training above and beyond initial certification for positions. Some of the advanced trainings attended this year were:

- The sergeants completed the FBI Law Enforcement Executive Leadership Training. This high level training is provided by the FBI using nationally recognized police training professionals. Completion of this training by the department's command staff is a solid foundation for future police leadership in our department.
- Officers Ryan Ferguson and Steven Mucci received national certification as Child Passenger Seat technicians.
- Officer Ferguson received certification as crime scene investigator.
- Sergeant Fugere and Officer Plouffe received advanced training in active shooter response.

In addition to the mandatory 40 hours of annual training required by all officers and 16 hours required training by emergency medical dispatchers below is a partial list of some additional training topics attended:

Breaking and entering processing class	Dealing with disasters
Active shooter response for dispatchers	Firearms instructor recertification
Code Red training	Criminal Investigations
DNA collection	Taser Recertification
Restorative justice	Bullet Proof Leadership
Public records laws	FEMA effective communication

We completed a major modification and upgrade to our radio system and dispatch center. The current radio equipment was installed when the station was built in 2003. Radio consoles are essentially computers and were not supported by the manufacturer any longer. All radios, furniture and infrastructure were updated. These upgrades should take us well into the new decade and are adaptable to future technology. The project was funded by two articles passed at annual town meetings as well as State 911 incentive grants. Sergeant Craig Pomeroy and head dispatcher Debra MacArthur were instrumental in this expansive undertaking.

Two local programs we started in 2018 carried over into 2019. Our defeat a porch pirate program gained in popularity with more residents taking advantage of using the police station as a receiving point for packages to be delivered during the holiday season.

Our Rape Aggressive Defense program was also very popular. Many local women have taken advantage of the program and have shared with us their enthusiasm and support for it. Officer Steve Mucci who brought this national program to Sterling has expanded it and is instructing at local high schools as well. We look forward to hosting more classes in 2020 and hope to see many residents attend.

Utilizing our certified A.L.I.C.E instructor (Sgt. Fugere) we have reached out to the schools, religious institutions and some private businesses and have instructed them on responding to active shooters and other emergency situations.

In addition to the above-mentioned programs, other annual activities we continue to participate in or host are Toys for Tots. We always get a great response from the community during our toy drive. Sterling Fair, Veteran and Memorial Day parades, holiday tree lighting, spooky walk, little league opening day, community reader, promenade walk, farmers market, drag races, handgun safety classes, celebrate Sterling event, Halloween and trick or treating events.

Our department received six thousand one hundred and seventy (6170) calls for service. One thousand one hundred ninety-five (1,195) of these were 911 calls. Fifty-five (55) percent of the 911 calls were wireless calls.

We responded to one hundred and thirty-two (132) traffic crashes this year, a reduction of fourteen percent (14) from 2018. Redemption Rock Trail (Route 140) is the road that has the most crashes, followed by Leominster RD. The two roundabouts continue to

serve the purposes they were installed for; the reduction of crashes and severity of them.

Two hundred and fifty-three firearms permits were processed during the year. We responded to two hundred and seventy burglar alarm calls, most of them accidental or a malfunction.

The Town of Sterling remains a very safe town to live and raise a family. We have very little stranger on stranger crime. The chief complaint of criminal or attempted criminal activity we received pertains to attempted scams using many of the various themes. We work closely with various groups in town to make them aware of the most prevalent and frequent scams taking place. We urge all residents before sending money or anything of value to an unsolicited source to please check with a family member or contact our department.

We arrested and took custody of forty-eight (48) individuals during the year. This number does not include people we were referred to court for various charges only those who were physically held at the police station. Of those, eight (8) were for domestic assault charges, eleven (11) were for outstanding warrants, six (6) were for operating under the influence of liquor, four (4) individuals were placed into protective custody.

Unfortunately, the opioid crisis continued to affect our community. All of our officers carry the overdose reversing drug known as NARCAN. Officers saved more than a few lives with it, but we did have a number of fatal overdoses during the year. In an effort to reduce the fatal occurrences we have updated all our in-cruiser AED units and placed overdose kits with all the units and will be in the road 24/7. We will be participating in a Statewide reporting and outreach program in the upcoming year offering support to those impacted by the crisis.

In closing I want to extend my appreciation to our entire department. Our team is made up of dedicated officers, emergency medical dispatchers, administrative and support staff who all share a common goal of keeping Sterling safe and providing the best level of service possible.

Finally and again a most sincere thanks to the citizens of Sterling, your continued support is amazing and we are truly appreciative of working in a Town who is so supportive.

On behalf of the entire Sterling Police Department I wish all of you a happy, healthful and prosperous New Year.

Sincerely,

Gary M. Chamberland
Chief of Police

THE RECREATION DEPARTMENT REPORT: HIGHLIGHTS FOR 2019

Throughout the year the Recreation Department has remained committed to its mission of providing affordable, quality recreational programs that will enhance the quality of life for all residents. We achieve these goals by providing year-round programs that include active and passive recreational activities. We improved some features at various facilities this year with the help of local Boy Scout and Girl Scout troops, and wonderful resident volunteers. New programs & activities implemented in 2019 and the modification of existing activities, proved to be a success for the Recreation Department with increased enrollment.

The community had an opportunity to participate in over fifty programs which were provided year-round and are self-funded. Child oriented programs included, basketball, cooking, music, science, swimming lessons, art, sewing, sports adventure, multi-sports, yoga, skiing/snowboarding, and Zumba. In addition to adding to and improving upon existing programs, we also tried to incorporate some new and exciting programs into our offerings. We offered an Afterschool Homework club with tutors from the high school National Honor Society.

One of our longest running programs, Sterling Rec Basketball, had over 200 players. Again for the 2018-2019 season we reached out to area programs to help provide our female teams with a little more competition. They had a blast meeting players from other towns! We are very fortunate to have so many wonderful coaches who volunteer their valuable time and expertise. Our after school programs saw a lot of action this year with kids lining up to learn how to program a robot, make candy or learn a new twist to an old sport. Adults had the continued opportunity to participate in exercise programs that were offered all year, such as several types of yoga, basketball, and weight training. Bruins fans were able to take advantage of the opportunity to get tickets to a game versus the Edmonton Oilers.

The Recreation Department ran the Sterling Rec Road Race for another year and the weather was perfect. We saw over 100 runners on race day, most of which were from the community. We teamed up with Sterling Fire, Sterling Police, Sterling DPW and Y.A.H.O.O. to make this event happen. We are so thankful to the many volunteers who helped out. We hope to see everyone again in 2020!

The Recreation Department enjoys offering a variety of free community-oriented events throughout the year. This is an opportunity to give back to this great community who support our programs and activities. These free events included: *Holiday Tree Lighting*,

Annual Easter Egg Hunt, and *Summer Concert Series 2019*. Many of these events would not be possible without the generosity of local businesses such as Evergreen Farms, Village Pizza, DMH Electrical, Open Door Realty, Hendrickson Advertising, Leominster Credit Union, Pandolf-Perkins, Rota Springs, Traina & Traina, Chris' Barber Shop, Flanagan Insurance, Chocksett Inn, Kitchen Associates, Solid Auto Glass, William R. Southworth, D.M.D., Jay's Auto Service, Five Star Towing, and Clinton Savings Bank. ***Sterling Lancaster Cable*** filmed many of the concerts and ran them on the local cable channel for viewers to enjoy all year long. In addition, the Sterling Recreation Department received a grant for \$1,300.00 from ***The Sterling Cultural Council*** for the Summer Concert Series 2019. The Cultural Council is committed to building a central place for the arts, sciences, and humanities in the everyday lives of communities across the Commonwealth.

We were lucky enough to see one of our most popular programs, the Summer Lake Program, continue to grow in enrollment and popularity. The full day option has really added to the program. We continued to visit local attractions like Mulligans Mini Golf as well as some new ones which included Altitude Trampoline Park in Marlboro.



2019 Sterling Rec Summer Lake program.

(Photo Credit Kristen Dietel)

The Recreation Department is a vehicle for volunteers that are willing to help and, as a result, we have the opportunity to improve and expand activities. With the help of a

resident volunteer group lead by Chuck Plaisted, we were able to completely reconstruct the tennis and basketball courts located in West Sterling. The completion of this project positively impacted residents of all ages. Also due to the generosity of the residents of Sterling, we were able improve our field maintenance plan for the town fields. Continuing the momentum of improvements, we took time to paint and re-roof the buildings at the beach as well as added some new picnic tables.

As always, we are extremely thankful for the support of the community and the dedication of the many volunteers who give a helping hand in numerous ways. This year we welcomed a fence added to our beach property to help with distinction of the volley ball court as well as keeping with the equipment contained. Thank you to Eagle Scout Jason Lucier for this addition. We are so proud of our active young adults that help to make Sterling a wonderful place to live.

We appreciate the time and dedication of other town departments, program instructors, summer staff, lifeguards, volunteer ski chaperones, volunteer basketball coaches, school administrators, school custodians, and sponsors. With this network of supporters we are able to provide top notch events for the community. Close to 4,100 individuals participated in the Recreation Department's events and programs in 2019, and we thank you for your constant support throughout the year.

The Recreation Department will continue to work to improve the quality of Recreational facilities, programs, and services. Your feedback is important to us, please contact the Recreation Department at 978-422-3041, e-mail recreation@sterling-ma.gov or stop in at our office currently located at 1 Park St. For listings and descriptions of programs and events, visit the web site: SterlingRec.com or sterling-ma.gov/recreation

Respectfully submitted,

Kristen Dietel, Recreation Director

Jo-Ann Cummings, Chairperson Recreation Committee

Heidi Grady

Bonnie Pulda

Mark Hryniewicz

Glenn Donaldson

Andrew Parker

Diedre Shapir



2019 ANNUAL REPORT



MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL

1050 Westminster Street, Fitchburg, MA 01420

WWW.MONTYTECH.NET

Each year I look forward to the development of the Annual Report, as a means to reflect on the achievements and accomplishments celebrated by students and staff at Monty Tech. The 2018-2019 school year was a remarkable one, as our school saw the opening of an all-new training facility, renovated instructional space and state-of-the-art equipment added to three vocational areas, students earning more industry-recognized credentials than ever before, and new partnerships with area colleges and universities. It was a year to remember.

Students who attend Monty Tech have chosen a high school experience unlike any other. While completing all of the same high school requirements of students enrolled in a traditional, comprehensive high school, our students are also learning a valuable trade – skills they will carry with them for a lifetime. These vocational skills may provide opportunities for our graduates to work their way through college; they may open the door to new, related career pathways, or they may be the foundation for a lifelong career. The education and training they receive at Monty Tech will open doors and allow them to choose a college and/or career pathway that will define their future.

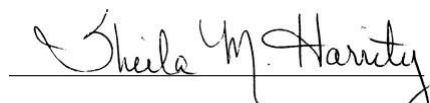
Monty Tech academic programs continue to serve students at all levels well. This year, students completed the Next Generation MCAS, and earned commendable passing rates: English Language Arts 99%, Mathematics 97%, and Biology 99%. Monty Tech students exceeded the state averages in all 3 subjects. In addition, great strides were made in our relatively new Advanced Placement programs, with more than 60% of test takers earning a score of 3 or better. Finally, an all-new science program was fully integrated in FY19 – Biomedical Sciences. This rigorous sequence of courses was met with enthusiasm from students and staff, so plans to expand this Project Lead the Way programming are underway. Our talented academic faculty continue to refine curriculum, incorporate new instructional strategies, and challenge every student to reach new levels, and we couldn't be prouder of the results.

And while we are certainly proud of our academic and vocational training programs, a Monty Tech experience would not be complete without participating in meaningful community service. Last year we were honored to once again host the Wreaths Across America Convoy with a remembrance ceremony as it made its way down to Arlington National Cemetery. As the convoy left the school parking lot and hundreds of American flags waved, I was reminded once again of the value of a Monty Tech education. For a moment, our students were taken out of the classrooms and shops and asked to think about what this convoy meant, where it was heading and how they were a small part of the ceremony. They were asked to consider service, and through the waves and cheers it was clear that Monty Tech students knew and understood the

meaning behind that experience. It's not often that high school students are asked to stop and think about others and how they might contribute to another person's well-being. But at Monty Tech, our students are not only familiar with the concept, they are committed to community service. Whether it is building a carriage house for the NEADS program, designing and building dugouts for area Little League programs, or ensuring handicap accessibility in dated town offices, our staff and students are proud to serve.

While students and instructors across the school continue to demonstrate creativity, innovation, and leadership, school leaders continue to keep an eye on emerging trends in vocational education. As we prepare these talented students to make important life choices, we are reminded that in the end, the choice is theirs to make: college or career or both. It is our job to support their aspirations and to educate and train them to achieve at the highest possible level. On behalf of our talented educators and administrators, who remain focused on delivering the highest quality academic and vocational-technical education possible, I am delighted to present the District's 2018-2019 annual report to you, providing a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sheila M. Harrity". The signature is written in dark ink and is positioned above a horizontal line.

Sheila M. Harrity, Ed.D., Superintendent-Director

WACHUSETT REGIONAL SCHOOL DISTRICT

January 2020

Dear Residents of Holden, Paxton, Princeton, Rutland, and Sterling,

As we embark upon the third decade of the twenty-first century, it is important for us to remember that our district was the very first regional school district in Massachusetts. Over the years, our schools have become the center of our communities, with families moving to Central Massachusetts specifically to be part of the Wachusett Regional School District. Our five towns continue to work together to provide our children with schools that offer meaningful educational experiences and opportunities afforded by dedicated educators and support staff.

As we have done over the past several years, the District and Member Town officials held the annual Budget Roundtable at the Holden Senior Center in early November. This meeting is the opportunity to discuss budget issues associated with the upcoming fiscal year. As always, the meeting was well attended by town representatives, officials from the state, members of the Wachusett Regional School District Committee, and community members interested in learning more about the budget process. State representatives voiced their support of the recently signed Student Opportunity Act that will provide more state funding for many of the outdated dollar amounts used in the Chapter 70 formula calculation. We would like to thank our state representatives for their continued support of increased funding for all schools in the commonwealth.

The 2019-2020 school year has been a milestone year for the Wachusett Regional School District. For the first time in the history of our shared communities, the WRSD is now able to offer free full-day kindergarten to students from our towns. Although the District has offered tuition-based full-day kindergarten for many years, tuition-free kindergarten equals the playing field for all students so that the educational experiences of some of our youngest students are equitable from classroom to classroom, school to school, and town to town. This transformative educational endeavor will now provide benefits to all of our students when they enter our elementary schools. This was also the first year when all of the students at our high school were issued a Chromebook to be used at school and at home. Over 2,000 Chromebooks are being utilized at WRHS on a daily basis as our students and staff use these important tools of technology to further enhance and support the learning experience. These two endeavors are

representative of the educational advancements our communities continue to make through their investment in education and the future.

For the second consecutive year, the five towns that comprise the Wachusett District supported a budget that has permitted us the opportunity to increase support for our students. We anticipate the continuation of the forward progress made this past year as we look to create a budget that supports the Strategic Plan and focuses on the social and emotional health of our students.

I would like to thank all parents/guardians, teachers, staff, and community members for their continued support and dedication to the education of the children in the Wachusett Regional School District. Working together, we will provide our students with a quality education that will prepare them for success in the future.

Sincerely,

Darryll McCall, Ed.D.
Superintendent of Schools
DM:rlp

STERLING MUNICIPAL LIGHT DEPARTMENT

50 Main Street
Sterling, Massachusetts 01564-2135
Tel: (978) 422-8267
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www.energysterling.com

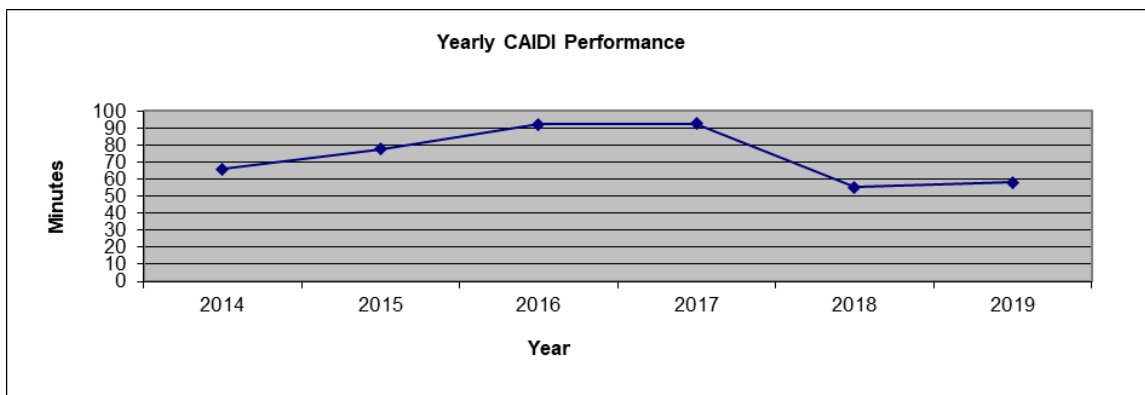
Respectfully submitted is the one hundred and Ninth report of the Sterling Municipal Light Department (SMLD).

POWER

As of **December 31, 2019**, the SMLD's customer base has **3,885 accounts** that includes 3,478 Residential, 9 Large General Service (LGS), 139 Medium General Service (MGS), 257 Small General Service (SGS), 1 Wholesale and 1 Streetlight.

A total of **59,443,614 kilowatt hours (kwhrs) of electricity were sold** during the calendar year 2019. This represents an increase of 603,244 kwhrs from calendar year 2018. Sterling's hourly peak demand was 12.544 MW set in July of 2019.

The SMLD uses reliable indices to monitor the performance of our distribution system and measures our response time to system interruptions. The 2019 **Average Service Availability Index (ASAI)** of electricity for Sterling residents was 99.996%. The 2019 **Customer Average Interruption Duration Index (CAIDI)** numbers represent the average time required to restore service to a customer per sustained outage was 61.8 minutes.



As our transmission costs continue to rise, we have been able to mitigate these increases with the use of our battery storage systems by using locally produced solar

energy from ***E.H. Perkins*** on Wiles Road, as well as our ***Community Solar with Storage Project*** on Chocksett Road. To date, these facilities combined have provided us with ***33,312,517 kwhrs*** which is enough energy to ***power 3,129 average residential customer homes for a year and a half.***

The 1 MW ***Community Solar Project*** with 1mw/2mwhrs of energy storage was the first of its kind in Massachusetts and is fully subscribed by over 400 Sterling residents who receive 25% of their energy needs from this facility. The rate payers in Sterling shared in ***over \$313,574 in savings*** generated by using the batteries to avoid transmission costs.

ENERGY STORAGE

Our other ***Battery Storage Project, NEC Energy Solutions***, was one of the first located in New England. This 2.0 MW/3.9 MWhr project, combined with our new 1 MW Solar with 1mw/2mwhr of energy storage project located on the ***roof top of the LKQ building*** on Chocksett Road, has provided ***over \$1,404,094 in savings*** to the rate payers of Sterling by lowering the monthly and annual peak demands. This project has received multiple awards including the ***Grid Edge Tech Award, Innovative Project Award by the Energy Engineers of New England*** and shared in the ***Leading by Example Award*** with the Town of Sterling. In 2018 we were the first Municipal in Massachusetts to receive the distinguished ***E.F Scattergood Award*** from the ***American Public Power Association (APPA)***. This project has also been presented thirty-nine times through webinars and/or conferences for different organizations throughout the country. The battery storage project has been a model for others and has been visited by representatives from 18 different countries and from 30 different municipal and investor owned utilities.

OPERATIONS DEPARTMENT

In 2019 the SMLD Operations installed 61 new poles and pulled 77 old poles. We responded to 10 different motor vehicle accidents involving SMLD poles or pad mount transformers. The SMLD crews have replaced 15,939' of overhead primary bare wire with tree wire protection covered wire. This helps in reducing incidental outages, caused by tree or wildlife contact. We replaced 3,995' of primary underground cable due to life span, cable faults or emergency motor vehicle accidents. During 2019 an additional 3,988' of primary underground cable was added due to new residential homes, developments or commercial buildings being built in Sterling. We installed 36 new meters and 18 new transformers throughout the SMLD distribution system. After a

system capacitor bank study, we added 6 new capacitor bank locations throughout the SMLD distribution system. This helps with power factor correction by reducing capacitance on the primary lines caused by different types of customer loads. These new locations were in addition to the 8 existing capacitor bank locations. We used this upgrade to install new VAR controllers that turn the capacitors on/off based on the needs of the distribution system. After changing the town and private streetlights to all LED in 2018, the SMLD continued with the LED Conversion in 2019 and converted 1/3 of all floodlights in town to 85watt LED contributing to better lighting at lower cost. It is expected to take about two more years to convert all floodlights to 85watt LEDs. When complete, this will reduce our stock from a high of 32 different types and wattages of bulbs to 4. In 2020 we will continue to work on the secondary handhole box replacements in certain underground developments. The older style flush mount (sub-surface) handhole boxes are being replaced with above ground secondary pedestals. The new style pedestals allow cables to be attached to upright busbars inside the pedestal. The benefits to the upright busbars are getting the service connection point out of the bottom of the handhole that reduces the deterioration of the cables and connectors that service the house or handhole. This will also allow for better trouble shooting capabilities and quicker restoration times in the winter months when flush mounts are frozen underneath snowbanks. In 2020, the SMLD Operations Department will continue to prioritize system hardening, safety and reliable electrical system. ***The SMLD continues to provide high system power and quality, as well as maintaining excellent customer satisfaction.***

SENIOR CENTER ELECTRIC VEHICLE

By taking advantage of the ***rebates and dealer incentives***, the SMLD purchased an ***electric Bolt vehicle*** from Quirk Chevrolet in August. The vehicle will be used by the Sterling Senior Center to transport seniors to medical appointments and delivering for ***Meals-on-Wheels Program***. The new EV helps with our mission to lower carbon emissions and is another way for the SMLD to continue to provide ***payment in lieu of tax (PILOT) services to the Town.***

FIBER PROJECT

In 2019, encouraged by a ***\$150,000 Grant received by the Town of Sterling***, we installed a 72- strand fiber in and around the center of Sterling and a 432-backbone fiber from the Leominster town line via Route 12, School Street and Muddy Pond Road to Route 140. This will provide internet service to the municipal buildings and the Fire, Police and the DPW will experience improved communication capability to the radio

towers, as well as access to SMLD equipment and renewable power supply assets. This new access to higher bandwidth will provide greater speeds and tremendous savings to the town with a 4.6-year payback.

NEW WIND PROJECT

The Berkshire II 4.8MW Wind Project began operation in December of 2019 and is located alongside the existing 15MW Berkshire I Project on Brodie Mountain. These projects are owned by the Berkshire Wind Cooperative that is made up of 14 Massachusetts Municipal Light Departments. The SMLD's ownership is 5.3 % of the carbon free energy output from both projects.

2 LEOMINSTER ROAD OPERATIONS BUILDING RENOVATIONS

The renovations at our 2 Leominster Road Operations building continue. The 2nd floor addition is closed in and the rough wiring and insulation is complete. While the heating and plumbing installation is performed, the students from the Monty Tech Industrial class are preparing the building for sheetrock. The Monty Tech Masonry class has installed new front windows and is working to install three new large windows along the side and rear of the building. This project is expected to be completed in the spring of 2020.

AWARDS

The most important award that we received in 2019 was the ***safety award***. For the ninth consecutive year the SMLD had ***no workers' compensation claims or lost time***. This not only lowered our workmen's compensation insurance premiums from a high of \$28,000 a few years ago to below \$10,000 today, but also qualified the SMLD to receive the ***American Public Power Safety Award***. This award recognizes the Public Power Utilities across the country who achieves this milestone. Our improved safety record and reduced premiums also provide additional savings to our ratepayers.

POWER SUPPLY

In effort to diversify our power resources and stabilize purchased power costs, we buy electricity through fixed contracts and the open market. These costs reflect the generation and delivery of electricity to the Town of Sterling. There are many circumstances beyond our control that make the cost of electric energy fluctuate, such as, periods of peak power demands during extreme temperatures, unexpected plant

shutdowns and spikes in fuel prices. Changing costs are triggered by unpredictable events from the fluctuating fuel commodity markets to global unrest. Natural gas prices have declined over the last few years, but we remain challenged with the uncertainty of the delivery during cold spells. Energy produced from natural gas has risen from 5% in 2000 to over 50% in 2019. Legislation is under consideration that will require 80% renewables by 2050. This will be accomplished by using renewables such as solar and offshore wind projects as well as new hydro power that is being brought down from Canada. We support the reduction in carbon emissions and will continue to monitor this legislation and projects to be sure they are in the best interest of the Sterling ratepayers and that it does not supersede local control.

Our transmission and capacity costs continue to rise even while energy prices decline. The driver behind these costs is a combination of things; the capacity market in New England that does not provide the lowest possible rate to the consumers and the continued build out of transmission lines with projects running 34% over budget with no recourse. At the same time, transmission owners are receiving large returns (between 11-14%) on their multi-billion-dollar investments in transmission line upgrades in New England. The SMLD along with other municipal light plants and associations continue to contest these charges in Washington with our Legislators and the Federal Energy Regulatory Commission (FERC).

As a result of these meetings various bills were filed that did bring some relief as the returns were lowered from 11.4% down to 10.54%. We will continue to contest that the returns be closer to the industry average of 9.2%.

POWER PORTFOLIO

Our power portfolio is 71% carbon free We receive ***hydro power*** specifically from ***Baltic Mills***, Mechanicsville Hydro, ***Energy Stream Hydro*** and ***Public Authority State of New York Hydro (PASNY)***. In 2019 ***over 30%*** of our power was received from ***renewable energy sources*** that includes the ***Berkshire Wind Project*** in Western MA, the ***Hancock Wind Project*** located in Hancock ME and the ***Princeton Wind Project*** on Wachusett Mountain in Princeton, MA.

SOLAR PROJECTS IN STERLING

- ***E. H. Perkins Project*** is a 1 MW solar array located on Jewett Road
- ***Wiles Road Project*** is a 2-mw solar array
- ***Origis Energy*** 1 mw solar with storage project on Chocksett Road.

We also receive power from the ***Millstone III Nuclear Plant*** in Millstone Connecticut and the ***Seabrook Nuclear Power Plant*** in New Hampshire. Other sources of our power supply come from the ***MMWEC Stony Brook*** Plant (combined cycle units I & II) and the ***Carbolon Generating Facility*** in Sterling.

We continue to offer the following assistance programs to our residents

- HELPS Home Energy Audit (no cost to residents)
- Energy Star® Rebate Program, www.munihelps.org
- Electric Vehicle Rebates / Charging Rate
- Kill-A-Watt™ Electricity Usage Monitor
- TESCO Surge Arrester
- Customer Data/Billing Portals
- Multiple Payment Options

Other community activities/contributions sanctioned by the SMLD Light Board

- Our Annual Open House normally held the 3rd Thursday in June.
- Installed LED holiday lights on the Town Common.
- Install pole, cable and lighting needed to power the Sterling Fair.
- Provide funds for annual inspection and maintenance for all town owned generators.
- Offer the round-up program to our customers to benefit the Sterling Neighbor to-Neighbor (N-2-N) Program. Since the program began in June 2014, your generous contributions have raised \$15,000 for the Neighbor-to-Neighbor Fund.
- Working with the Energy Committee the SMLD provided funding to complete the replacement of lighting with LED at the Fire Department, Senior Center and Police Department. The new lighting uses up to 67% less energy to operate.
- Installed a new generator and power cables at the Senior Center.

SMLD CHANGES IN 2019

New Vehicles We replaced our 2010 Ford Ranger with a new 2020 Chevrolet K2500 series pickup at a cost of \$32,981.00. This vehicle will be fitted with a utility body to carry various equipment needed in the field. The truck is expected to be completed in late January 2020.

We also purchased a 40' Altec hybrid bucket truck that is smaller than our other bucket trucks making

it easier to repair and install services, streetlights and fiber work. This vehicle will allow us to pull further off the road to perform and will relieve some traffic issues that may occur with the larger bucket truck.

Advancer Meter Infrastructure (AMI) Our AMI system began in 2008 through Mueller Systems, however, over the past year or so the system has experienced complications and is starting to fail. After discussions with Mueller Systems they indicated that they are shifting away from supporting the electrical metering system and will only be supporting the water metering systems.

AMI Request for Proposals (RFP) In October of 2019 we partnered with Groton Electric Light Department on an RFP to replace the Mueller AMI systems. The RFP will give us an idea of the replacement cost and the new technologies that have become available over the years.

Tree trimming services continued throughout 2019. By using a ***competitive bid process*** for tree trimming the work is ***primarily performed by outside contractors***. Additional tree trimming is also performed by the ***SMLD line crew that involves a 5-year rotating cycle*** in areas that we see an increased growth or system problem.

Utility Scam Be aware of utility scams that continue taking place in our area. Scammers are making calls after business hours at night and throughout the weekends. They identify themselves as a “utility” and demand that a payment be made over the phone or the service will be disconnected. ***Do not make a payment to this request.*** Hang up and call our office at 978-422-8267 (Mon. - Thurs. 7:30 a.m. to 4:30 p.m. Fri 7:30 to 11:30 am) or call the Sterling Police Department at 978-422-7331. Also, if anyone stops by your home claiming to be an SMLD employee and you do not have a pre-arranged appointment, ***do not let them in.*** All SMLD employees have photo I.D.’s and will only be at your home for a scheduled appointment. Again, call our office or the Sterling Police Department if this incident should occur.

Residents who rely on life supporting medical equipment should contact our office to be put on our ***Power Priority List.*** This list is shared with our Police and Fire Departments for follow up in emergency situations.

We thank the DPW personnel for their assistance throughout the year by providing maintenance to our vehicles and assisting us during roadway excavations.

We thank the Water Department for their contribution in lowering our peak power demand by shedding loads during peak periods. This helps to reduce our transmission costs, thus creating a savings that benefit all ratepayers.

Congratulations to the SMLD employees on another accident free year. Once again, we were awarded the American Public Power Safety Association 2019 Safety Award of Excellence. It is quite an honor to be recognized nationally and clearly demonstrates the commitment of the SMLD employees.

Respectfully Submitted by,

A handwritten signature in black ink, appearing to read "Sean Hamilton".

Sean Hamilton
General Manager

For the Sterling Municipal Light Board Members:

Joseph Curtin, Chairman
Brian Pierce, Vice Chairman
Eric Darlington, Clerk

TOWN PLANNER

I am pleased to submit my first annual report as Sterling's Town Planner. Hired in October of 2018, I have hit the ground running by providing professional land use assistance to land owners, applicants, developers, engineers and attorneys in addition to providing support to the Town Center Improvement Committee, the Economic Development Committee, the Master Plan Committee, the Zoning Board of Appeals, the Affordable Housing Committee, the Earth Removal Bylaw Review Committee and the Planning Board.

In April 2019, I applied for and was awarded a District Local Technical Assistance Grant to update the Town's expired Housing Production Plan. I staffed the Affordable Housing Committee that provided policy guidance to our consultant, the Montachusett Regional Planning Commission (MRPC), who in turn led a Housing Forum in July to solicit residents input and feedback on the draft plan. In October, a tri-board meeting was held whereby the Board of Selectmen, the Affordable Housing Committee and the Planning Board unanimously approved the Housing Production Plan. This plan was approved by the State and will be valid for a period of 5 years.

The research I undertook with the recommendation and support of the Economic Development Committee led to Zoning Map amendments at the Annual Town Meeting to rezone fifteen (15) parcels, located on Worcester Road, from Neighborhood Residential to become included in the Town Center zoning district. This effort expanded the Town Center district and also will allow for more commercial development options and potential along this corridor.

During 2019, I met and collaborated with the ZBA Chair and the Building Department numerous times to explore, discuss and draft proposed zoning bylaw amendments for consideration at the 2020 Annual Town Meeting.

I continue to be actively engaged in all Master Plan efforts and to fully support the Committee in addition to seeking out grant opportunities for the Plan's development. Unexpended Community Compact grant funds were approved for the creation of the Open Space & Recreation Master Plan Chapter.

With the Town's interest to pursue Mass DOT's Complete Streets program, I participated in training and secured funds to satisfy the required Policy Statement for Tier 1 of the program. Next steps will be to undertake the program's Tier 2

requirement to develop the Prioritization Plan by requesting technical assistance funding.

Professional development is important in order to keep up to date on new and innovative planning concepts in addition to learning about the most current case law. This past year, I attended numerous Massachusetts Association of Planning Directors workshops, the Southern New England American Planning Association conference in Springfield, various workshops held by the Montachusett Regional Planning Commission, Complete Streets training by Mass DOT, and West Boylston's Municipal Vulnerability Plan workshop hosted by the Central Massachusetts Regional Planning Commission.

The highlight of my job is meeting and helping the Town's residents. You have welcomed and reached out to me and I take pleasure in meeting and assisting you wherever possible. Sterling's greatest strength is its wonderful residents – please continue to stop by, visit and introduce yourselves. Looking forward to working with you in the future.

Respectfully submitted,

Domenica Tatasciore, Town Planner

WACHUSETT EARTHDAY INC
WACHUSETT WATERSHED REGIONAL RECYCLING CENTER

Wachusett Earthday Inc (WEI), a seven town collaborative effort founded to provide a local and environmentally responsible solution to the disposal of difficult items and hazardous substances, operates at the Wachusett Watershed Regional Recycling Center at 131 Raymond Huntington Highway in West Boylston on property owned by the MA Department of Conservation and Recreation (DCR). Funded in part by the seven towns of Boylston, Holden, Paxton, Princeton, Rutland, Sterling & West Boylston, and supported by the MA Department of Environmental Protection, WEI provides, as well, a place to share gently used but still serviceable household items. The facility is staffed almost exclusively by a large number of dedicated volunteers from numerous member and surrounding towns.

The past year again saw an increase in site usage during our open hours of Tues (9-11), Wed (2:30-4:30), Thurs (5-7) and every third Sat (8-11). WEI continued to close Thursday evenings for the months of December, January & February (opening on the first Saturdays of those months). A total of 146 collections was held in calendar 2019 with 31,521 vehicles coming through the site (an increase of 3,814 over 2018's total); total gallons of HHP collected increased from 8,968 in 2018 to 9,198. In addition 1,261 gallons of latex paint was diverted for recycling. Mattress/box spring recycling continues to be successful – over 1200 mattresses were sent for recycling versus landfill or incineration in 2019.

The on-site solar array defrays some of the cost of our electricity and WEI has sold several hundred dollars of SREC's on the solar market. In 2019, fencing to protect the solar array was installed. The remainder of the site also was paved using road millings (at a reduced cost over traditional paving), easing the work of the DCR plows as well as reducing dust and debris tracked into the building and keeping. WEI began working with a styrofoam recycler to take clean packing styrofoam collected onsite for reuse. We have been able to recycle 160 cubic yds of styrofoam over the last 6 months of 2019.

Wachusett Earthday continues to partner with multiple local social service and charitable organizations such as More Than Words, Fresh Start Furniture Bank, NuDay Syria – a more comprehensive list will be added to our website in 2020. Our small retail department continues to grow in popularity as well as providing a financial boost to the center in general, helping to offset the rising costs of recycling. We continue to sell composters at discounted rates.

Six HHP (household hazardous products) collections were planned for 2019 and five were held. Three free document shredding days were held. The site closed for both the Christmas and New Year's weeks to give our volunteers some time off. Document shredding will be offered again in 2020 and, as of this writing, we do not yet have dates for HHP collections.

The focus of 2020, in addition to continuing collections along the current schedule, will be on education. Continued increases in materials disposed/discarded indicates that people are not yet changing their purchasing habits. With increased outreach and community contact in person and on social media, we hope to encourage people to make wise decisions when making purchases, disposing of waste and utilizing our natural and manufactured resources. We plan to attend as many town-sponsored events as possible to share information and suggestions for responsible disposal, reuse, recycling and general waste reduction.

In 2020, holiday closings will be January 1st and the weeks of Christmas and New Years.

2019 Members of the Wachusett Watershed Regional Recycling Center Town Representatives:

Boylston: April Steward/Allison Mack	Rutland: Sheila Dibb/Michael Nicholson
Holden: Pam Harding/Wendy Brouillette	Sterling: Ross Perry/Paul Lyons
Paxton: Carol Riches/Sheryl Lombardi	W Boylston: Nancy Lucier
Princeton: Art Allen	
WEI: Helen Townsend/Mark Koslowske/Norma Chanis	
MA DCR: John Scannell	

2019 Board of Directors:

Connie Burr, Norma Chanis (Clerk), William Cronin, Susan Farr, Tim Harrington (Treasurer), Michael Kacprzicki, Mark Koslowske (VP & Operations Manager), Patt Popple, Vanya Seiss, Helen Townsend (President)
New Board Members in 2019: Morgen Frye, Ronaldo Lu
Retired Board Members in 2019: Robert Troy

Respectfully submitted,

Helen Townsend
1/22/2020

WACHUSETT GREENWAYS 2019 ANNUAL REPORT

25 Years of Partnerships to Connect our Communities

Wachusett Greenways (WG) thanks the partners who have brought us to 25 years of connecting our communities with trails and greenways. Thank you to every WG member, donor and volunteer, eight central Massachusetts Towns, the Commonwealth of Massachusetts, the MA Department of Conservation and Recreation (DCR), the United States Department of Transportation Federal Highway Administration, the Massachusetts Division of Fisheries and Wildlife, Mass Office of Travel and Tourism, Worcester County Sheriff's Department Community Service Program, each legislator, many local foundations, several regional schools and colleges, several non-profit organizations, and businesses.

Each of Eight Towns Participate

All eight partner towns--Barre, Holden, Oakham, Paxton, Princeton, Rutland, Sterling and West Boylston--contributed toward Wachusett Greenways operating expenses and care of the Mass Central Rail Trail in FY 20. Wachusett Greenways is deeply grateful to the citizens, select board members, town administrators and manager each town for their encouragement and for their enthusiasm for the Mass Central Rail Trail.

Reached the Goal of 1000 Wachusett Greenways Donors

A record number of 1002 donors contributed to WG in 2019 including 160 new members. Donors came from 126 different towns and 24 different states. 513 of the WG donors made gifts to Wachusett Greenways' MCRT Construction Fund. Nearly 200 volunteers of all ages help each year.

Stretching Across the Commonwealth

Twenty miles of the treasured Mass Central Rail Trail (MCRT) are open and being cared for by WG and our partners. Now we are working to complete the remaining ten miles of the central 30 mile section of this prized multi-use trail for recreation, transportation and health. Year round neighbors and visitors benefit from the MCRT between Sterling and Barre. To the east and to the west of our region, the Commonwealth and others are constructing new sections of the MCRT along the 104-mile corridor between Northampton and Boston.

MCRT Construction and Restoration Progress

Mass Central Rail Trail construction projects advanced in 2019 through the DCR Recreational Trails Program and the new MassTrails Program grants with Wachusett Greenways match included are:

1. Phase II to restore the section in West Boylston at Thomas Street to I-190.
2. Phase II of new construction of the 0.8 mile section in West Boylston along old Pleasant Street between Route 140/Beaman Street and Prescott Street.
3. Phase I of reconstruction adding an accessible-grade bypass for the connector section in Holden between River St. and Manning Street.
4. Phase I--temporary deck repair of the bridge in Sterling at the Quag/West Washacum in preparation for renovation or replacement of the bridge.
5. Phase I planning for reconstruction of the trail for accessibility at Whitehall Road in Rutland.
6. Phase I of design for new construction of the 1.9 mile section in Holden from Mill Street to Princeton Street.

The DCR solicited design and engineering for the new bridge connection at the Route 140/Beaman Street causeway in West Boylston in 2019. Progress was interrupted when anticipated design cost exceeded the funds allocated. The Commonwealth and Wachusett Greenways will continue to seek an effective plan for completing this key MCRT connection.

Projects which WG is working to advance in 2020 include a MassTrails grant proposal to reconstruct the MCRT in Holden between Manning Street and Route 31 at Mill Street with accessible grades and the MCRT connection in Rutland at Miles Road.

Gratitude for MCRT Stewards

Wachusett town Departments of Public Works and WG volunteers mowed trail shoulders to maintain the MCRT. WG trail patrollers removed parking lot litter, checked portable toilets, and removed downed branches. WG trail volunteers removed dead trees and cleaned drainage ditches. WG also hired snowplowing for the River Street, Holden, parking lot.

Reaching Out

WG volunteers participated in the Moving Together Mass DOT conference in Boston, the biannual MassTrails conference in Leominster, and the annual Mass Land Trust Conference in Worcester. WG also participated in UMass Med School's Earthday Celebration, Sterling Celebrates!, and Holden Days. Greenways directors continued to collaborate with other Commonwealth groups working on rail trails. Greenways held hospitality days at the MCRT, welcoming new members and volunteers.

21 Miles Road Rutland

Greenways Kept tools here for trail maintenance and tended the vegetable garden

shared by volunteers and visitors. Doug Hagman Landscaping generously donated mowing and leaf removal. Sentry Oil contributed heating oil.

Outdoor Events

WG provided outdoor events each month. Volunteers led walks, bicycling, canoeing and other outdoor adventures.



Saying Goodbye

Two amazing Greenways friends passed away in 2019. On February 19, Ruth Spaulding passed away. Ruth was the Springdale Mill Committee Chairman who led the annual September celebration at the mill site, and rallied her whole family to help. She offered warmth and hospitality to all, and she is greatly missed. On December 12, Ed Yaglou passed away. Ed led the way to connecting our community with trails for more than two decades. He envisioned the Mass Central Rail Trail, led the MCRT Task Force and created the MCRT logo now being used across the state. Ed encouraged others to serve and to lead. The Edward P. Yaglou MCRT Stewardship Fund is now established in honor of his special way of helping to sustain a community.

Every Member and Volunteer Counts!

You are invited to contribute at www.wachusettgreenways.org or by mail at Wachusett Greenways, P.O. Box 121, Holden 01520. A gift in *any* amount counts you as a member, and you will receive the *Wachusett Greenways* guide, which includes a map for the regions' trails and greenways. Volunteers welcome.



Wachusett Greenways Board of Directors:

Colleen Abrams, Chair

Christy Barnes

Richard Barry

Stephen Chanis

Troy Milliken, Treasurer

Michael Peckar, Secretary

Christopher Ryan

ZONING BOARD OF APPEALS

Overview of 2019

In 2019, the Zoning Board of Appeals received 9 petitions.

The Board received the following:

- 4 Variances (3 granted, 1 denied)
- 4 Special Permits (3 granted, 1 denied)
- 1 Comprehensive permit (40B)

The Board of Selectmen appointed new Alternate member Scott Eddy to the Zoning Board of Appeals.

Respectfully,

Patrick Fox, Chairman
Diana Baldarelli, Clerk
Matthew CampoBasso
Joseph Curtin, Vice Chairman
Jerry Siver
Charles Conroy, Alternate